

REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
ELECTRIC LIGHT AND POWER
STATIONS

1965-66



LABOUR BUREAU
MINISTRY OF LABOUR, EMPLOYMENT AND REHABILITATION
(DEPARTMENT OF LABOUR & EMPLOYMENT)
GOVERNMENT OF INDIA

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PREFACE

Ever since India entered the industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Periodic Surveys to bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far reaching changes in the set up of the country, its basic policies and national objectives. As a result, the well being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Electric Light and Power Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a benchmark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required

statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their wholehearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

I am also thankful to the Central Statistical Organisation, the Chief Advisor of Factories* and the Employment Division of the Planning Commission who evinced keen interest in the Survey and rendered technical advice on various matters. I am equally grateful to the Bureau of Labour Statistics, U.S.A. Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J. N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The field investigations were carried out by Sarvashri R. K. Bhargava, Harjinder Singh, L. K. Kanuga, Subhas Chandra Luthra, Vijay Kumar Lohumi, George Jacob, R. N. Tewari, Harish Prakash, A. S. Parmar, Khajan Singh, G. S. Kochhar, R. K. Pillay, M. P. Kanaujia, K. N. Upadhyay and L. D. Khanna under the supervision of Sarvashri Padmakar Deshpande, Mahesh Chandra, R. N. Mondal and Balwant Singh Bhola.

The preliminary draft of the Report was prepared by Shri Padmakar Deshpande, Investigator Grade I and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H.B.L. Bhatnagar, Assistant Director, and Shri Onkar Nath Misra, Investigator Grade I. Shri Bhatnagar was also responsible for supervising the manual tabulation of data. Part of the data relating to Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director. Sarvashri Mohan Lal and D. D. Verma, Computers, assisted in computation of data. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour & Employment), Government of India.

LABOUR BUREAU, SIMLA

Dated the 8th October, 1968.

K. K. BHATIA
Director

*Now designated as Director General, Factory Advice Service and Labour Institutes.

CHAPTER I INTRODUCTION

1.1. *Origin and Growth*

Today, generation of electric power from various sources has assumed great importance. The quantity of electricity generated from hydel projects and thermal stations has increased at an unprecedented rate since 1951, and particularly after 1956. On the other hand, as a result of rapid industrialisation and extensive programme of rural electrification, demand for electric power has also increased considerably. In fact, increase in consumption has been such that it has become difficult to meet the ever-increasing demand and avoid the scarcity of power. Before the beginning of the First Five Year Plan, installed generating capacity was 2.3 million K.W. By the end of Third Plan period, the actual capacity was about 10 million K. W.

In the early stages, power generation was practically left to the private sector. The Central and State Governments did not come much into the picture. In the principal cities of the country, there were large foreign-owned companies. Most of these units have since been taken over by the State Governments concerned. With the execution of many hydro-electric projects and thermal projects in the public sector, the main function of power generation has devolved on the Central and State Governments.

Growth of power generation and consumption has necessarily led to the starting of various Electric Light and Power Stations, and employment of a large number of workers in these stations. Statement 1.1 shows State-wise distribution of Electric Light and Power Stations in India during 1965 and the number of workers employed therein.

STATEMENT 1.1

State-wise Distribution of the Electric Light and Power Stations in India and Average Daily Employment therein during 1965

State					Number of Units		Average Daily Employment	
1					2		3	
1. Andhra Pradesh	..	..	..	..	24	(3.3)	1,926	(4.2)
2. Assam	..	..	..	..	34	(4.7)	903	(2.0)
3. Bihar	..	..	..	..	211	(29.1)	5,967	(13.0)
4. Gujarat	..	..	..	..	71	(9.8)	3,678	(8.0)
5. Kerala	..	..	..	..	5	(0.7)	213	(0.5)
6. Madhya Pradesh	..	..	..	..	38	(5.2)	3,599	(7.8)
7. Madras†	..	..	..	..	19	(2.6)	2,910	(6.3)
8. Maharashtra	..	..	..	..	98	(13.5)	6,215	(13.5)
9. Mysore	..	..	..	..	20	(2.8)	636	(1.4)
10. Orissa	..	..	..	..	13	(1.8)	620	(1.3)
11. Punjab	..	..	..	..	12	(1.7)	535	(1.2)
12. Rajasthan	..	..	..	..	44	(6.1)	3,505	(7.6)
13. Uttar Pradesh	..	..	..	..	62	(8.6)	7,647	(16.6)
14. West Bengal	..	..	..	..	54	(7.5)	5,869	(12.8)
15. Delhi	..	..	..	..	10	(1.4)	1,270	(2.8)
16. Andaman-Nicobar	..	..	..	..	1	(0.1)	93	(0.2)
17. Himachal Pradesh	..	..	..	..	2	(0.3)	218	(0.5)
18. Tripura	..	..	..	..	6	(0.8)	163	(0.3)
Total					724	(100.0)	45,967	(100.0)

*Registered under the Factories Act, 1948.

†Named Tamil Nadu with effect from January 14, 1969.

NOTE—Figures shown in brackets are percentages to totals.

Source:—Returns received under the Factories Act, 1948, for the year 1965.

It will be seen from the Statement (1.1) that the Industry is scattered throughout the country. However, from the point of view of number of Electric Light and Power Stations, Bihar occupies the top position accounting for about 29 per cent. of power stations, followed by Maharashtra (about 14 per cent.), Gujarat (about 10 per cent.) and Uttar Pradesh (about 9 per cent.). From the employment point of view, Uttar Pradesh was leading with about 17 per cent. of the total employment. Next in order were Maharashtra, Bihar and West Bengal with about 14, 13 and 13 per cent., respectively of the total number of persons employed.

1.2. Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929—31. Its report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, i.e., in 1944, the Government of India appointed another committee, viz., the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigations in 38 industries during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports provided valuable material for the formulation of labour policy. The Electric Light and Power Industry was, however, not surveyed by the committee, presumably because this Industry was not important at that time. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes for promoting welfare and social security of workers were introduced. The setting up of the adjudication machinery also led to improvement in conditions of work and wages of workers employed in various industries. Above all, the attainment of Independence by the country gave a new status to the working classes. In view of these developments, the Ministry of Labour and Employment and the Planning Commission considered it necessary to conduct a fresh comprehensive survey of labour conditions in various industries in order to assess the impact of the various measures adopted in the past and to obtain a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Bureau envisaged the coverage of 46 industries according to a phased programme in four rounds. Electric Light and Power Industry was one of the 18 industries covered during the fourth and final round of the Survey of Labour Conditions.

1.3. Scope and Design of the Survey

A note attached to the report (Appendix) spells out the details relating to the sample design and method of estimation adopted. In view of absence of a complete list of all Electric Light and Power units in the country, the Survey was confined to establishments registered under the Factories Act, 1948. The list of the registered

factories during 1963 was used as the frame except in case of Maharashtra and Andhra Pradesh for which the list related to the year 1962. Since Electrical Light and Power units were scattered throughout the country and there were no pockets of concentration, it was decided to have only All-India estimates. However, since the past experience of the surveys in various industries had shown that wide variations existed in the conditions of work, standards of welfare, amenities, etc., in the units of different size groups in each industry, it was felt that it would be useful to have separate data for units of different sizes. It was, therefore, decided that for purposes of the Survey, Electric Light and Power units should be divided into two size groups—large and small, using the cut-off point as 60 which was approximately equal to the average size of employment per unit. As regards the sample size, 25 per cent. of the large size and 12.5 per cent. of the small size units were considered to be adequate to yield reliable results. However, in the course of the Occupational Wage Survey 1958—60 conducted by the Bureau, it was noticed that a large number of sampled units could not be canvassed either because of their changing the line of production or because some of them went out of business before they could be canvassed. In order to safeguard against the possible shrinkage of sample size due to above mentioned contingencies, the sample was enlarged in the light of the above experience and on the basis of a study of closures for the past few years as revealed by the annual list of registered factories. The sampling fraction ultimately adopted was 25 per cent. for large as well as small size factories.

Statement 1.2 shows the number of Electric Light and Power units together with the number of workers employed therein (a) in the frame, (b) in the sample, and (c) in the sample actually covered.

STATEMENT 1.2.

Number of Electric Light and Power Stations and Workers Employed therein in the Frame, Sample, etc.

Size-Group	In the Frame		In the Sample Selected		In the Sample Ultimately Covered	
	Number of Units	Number of Workers Employed	Number of Units	Number of Workers Employed	Number of Units	Number of Workers Employed
1	2	3	4	5	6	7
1. Large Stations ..	116	31,925	29	7,619	28 (24·14)	6,669 (20·89)
2. Small Stations ..	517	10,026	129	2,473	105 (20·31)	2,195 (21·89)
3. All Stations ..	633	41,951	158	10,092	133 (21·01)	8,864 (21·13)

NOTES.—Figures in brackets are percentages to respective total in the Frame.

From the figures given in the Statement (1.2), it would be seen that the Survey finally covered nearly 21 per cent. of the units and almost the same percentage of the workers employed therein. Since only those units as featured in the frame were included in the sample and it was not possible to take into account new units which came into being during the period of the Survey, the information given in this Report should be treated to relate to the units which were in existence during the period to which the frame relates (i.e. 1962-63) and which continued to exist till the time of the Survey (i.e. 1965-66).

The data were collected through personal visits by the field staff of the Bureau. With a view to testing the schedule and instructions prepared for the Survey, a pilot enquiry was conducted in September-October, 1959, before taking up the first round of the Survey of Labour Conditions in December, 1959. On the basis of the pilot enquiry as well as the experience gained during the earlier three rounds of the Survey, some major changes were carried out in the schedule* used for the collection of data in the fourth round of the Survey. For example, information pertaining to absenteeism, labour turnover, pay period, earnings of 'Production Workers' etc., were not collected during the fourth round as such information was already being collected under other schemes of the Bureau viz., Occupational Wage Survey, Annual Survey of Industries, etc. Some minor changes in the block relating to Works Committees were also carried out.

Field survey for this industry was conducted from April, 1965, to February, 1966, and as such except where otherwise specified, the data should be deemed to relate to the period of the survey, i.e., 1965-66.

*The Schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India (1965-66).

CHAPTER II EMPLOYMENT

During the course of the present Survey, in order to ensure comparability, the data in respect of employment were collected from different sampled units as on a fixed date i.e., 31st March 1965. On the basis of these data, it is estimated that the total employment in the Electric Light and Power Stations registered under the Factories Act, 1948, was about 68 thousand on 31st March, 1965. This estimate, however, differs from the similar figures furnished under the Factories Act, 1948, according to which the total employment strength of such units was about 46 thousand for the year 1965. The main reason for the difference between the two figures is that whereas the former represents the estimate based on the actual number of persons on roll on a particular date, the latter shows the average daily employment for the whole year. Besides, while the former includes even those employees who, though employed in registered units, were deemed to be 'not covered' under the Factories Act, 1948, the latter figure does not take such employees into account.

2.1. Composition of the Working Force

2.1.1. Distribution According to Broad Occupational Groups

For the purposes of the present Survey, the internationally accepted classification* of employees was followed and, accordingly, the workers in the Electric Light and Power Stations were classified into the following categories:—

- (a) Professional, Technical and Related Personnel;
- (b) Administrative, Executive and Managerial Personnel;
- (c) Clerical and Related Workers (including Supervisory);
- (d) Production and Related Workers (including Supervisory); and
- (e) Watch and Ward and Other Services.

Based on the above classification, the proportion of workers in different occupational groups is given in Statement 2.1.

STATEMENT 2.1

*Estimated Percentage Distribution of Workers by Broad Occupational Groups in the Electric Light and Power Industry
(31st March 1965)*

Size-Group	Estimated Percentage of Workers					
	Total Number of Workers† (Estimated)	Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Large Stations	.. 46,993	4.3	9.3	6.9	81.0	7.5
2. Small Stations	.. 20,942	6.4	0.8	11.7	71.1	10.0
3. All Stations	.. 67,935	4.9	0.4	8.4	78.0	8.3

*International Standard Classification of Occupations.

†'Covered' as well as 'Not Covered' under the Factories Act, 1948.

The Statement shows that an overwhelming majority of the working force i.e., 78 per cent., in the Electric Light and Power Industry belonged to the group 'Production and Related Workers (including Supervisory)', 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' constituted the next important groups, each accounting for about 8 per cent. of the total working force. 'Professional, Technical and Related Personnel' accounted for about 5 per cent. of the total working force in the Industry. The proportion of 'Administrative, Executive and Managerial Personnel' was negligible. As regards the two size-groups, except 'Production and Related Workers (including Supervisory)', the proportion of workers in all other groups was higher in small units than in large ones.

2.1.2. *Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948.*

According to the Factories Act, 1948, a worker has been defined as "a person employed directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to, or connected with the manufacturing process, or the subject of manufacturing process.....". It was observed during the course of the Survey that there was no strict uniformity with regard to the interpretation of the above definition of 'worker' and, consequently, while some units had included certain categories of workers among those covered under the Factories Act, 1948, others tended to exclude them. Such workers as were not covered under the Factories Act, 1948, formed about 27 per cent. of the total working force. Details of workers 'covered' and 'not covered' in different broad occupational groups are given in Statement 2.2.

STATEMENT 2.2

Estimated Percentage Distribution of Workers by 'Covered' and 'Not Covered' under the Factories Act, 1948 in the Electric Light and Power Industry.

(31st March, 1965)

Size-Group	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
	Covered Not Covered		Covered Not Covered		Covered Not Covered	
	2	3	4	5	6	7
1. Large Stations ..	59.9	40.1	21.2	78.8	32.2	67.8
2. Small Stations ..	46.5	53.5	26.6	73.4	22.6	77.4
3. All Stations ..	54.5	45.5	23.9	76.1	28.1	71.9

Size-roup	Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered Not Covered		Covered Not Covered		Covered Not Covered	
	8	9	10	11	12	13
1. Large Stations ..	86.0	14.0	51.4	48.6	78.4	21.6
2. Small Stations ..	71.2	28.8	39.7	60.3	60.4	39.6
3. All Stations ..	81.9	18.1	47.0	53.0	72.8	27.2

It would be seen from the Statement that excepting 'Production and Related Workers' and 'Professional, Technical and Related Personnel', a majority of the workers belonging to other occupational groups were not covered under the Factories Act, 1948. Their proportion was the highest (about 76 per cent.) in the group 'Administrative, Executive and Managerial Personnel', closely followed by 'Clerical and Related Workers (including Supervisory)', (about 72 per cent.) and 'Watch and Ward and Other Services' (53 per cent.).

A further examination of the data has shown that of the total number of workers covered under the Factories Act, 1948, about 88 per cent. belonged to the group 'Production and Related Workers (including Supervisory)', about 5 per cent. to 'Watch and Ward and Other Services', about 4 per cent. to 'Professional, Technical and Related Personnel' and about 3 per cent. to 'Clerical and Related Workers (including Supervisory)'. The proportion of 'Administrative, Executive and Managerial Personnel' was found to be negligible. Similarly, the break-up of the total number of workers 'not covered' under the Act was about 52, 16, 9, 22 and 1 for the above mentioned groups respectively.

2.2. Employment of Women

The present Survey revealed that employment of women in the Electric Light and Power Industry was not common. Though women were employed in about 12 per cent. of the Electric Light and Power Stations, they formed hardly 2 per cent. of the total workers in the Industry. About 93 per cent. of the women workers were employed in large establishments and the remaining in small units. Details appear in Statement 2.3.

STATEMENT 2.3

Estimated Proportion of Women Workers in the Electric Light and Power Industry (31st March, 1965)

Size-Group	Total Number of Units†	Percentage of Units Employing Women	Total Number of Workers*	Percentage of Women Workers (of Col. 4)	Percentage of Women Workers to the Total Number of Women Workers in the Industry
1	2	3	4	5	6
1. Large Stations ..	112	32.1	46,993	2.2	93.2
2. Small Stations ..	463	7.6	20,942	0.4	6.8
3. All Stations ..	575	12.4	67,935	1.6	100.0

†This number does not tally with the number of Units in Statement 1.2. The difference is due to the fact that certain units were found closed at the time of the Survey.

*'Covered' and 'Not Covered' under the Factories Act, 1948.

It was further observed that nearly 71 per cent. of the women workers were employed as 'Production and Related Workers'. About 20 per cent. of them belonged to the occupational group 'Watch and Ward and Other Services', about 6 per cent. to 'Clerical and Related Workers' and the remaining i.e. about 3 per cent. to 'Professional, Technical and Related Personnel'. No woman was reported to have been employed in any of the Electric Light and Power Stations under the category 'Administrative, Executive and Managerial Personnel'. Women were generally engaged on such jobs as loading, unloading and carrying of coal and coal ash, sweeping and cleaning, general helpers, miscellaneous clerical and office workers, etc.

2.3. *Child Labour*

No child labour was reported to have been employed in any of the Electric Light and Power Stations surveyed.

2.4. *Time-rated and Piece-rated Workers*

The piece-rate system of payment was not prevalent in any of the Electric Light and Power Stations visited during the course of the Survey. All the workers employed were time-rated.

2.5. *Contract Labour*

No contract labour was reported to be employed in any of the units covered.

2.6. *System of Recruitment*

The present Survey revealed that most of the workers (about 77 per cent.) in the Industry were found to have been recruited directly by the managements, i.e., recruitment at the factory gate itself accounted for about 47 per cent. of the workers while the rest (i.e., about 30 per cent.) were recruited through departmental heads. The employers were found to be making not much use of Employment Exchanges as only about 10 per cent. of the workers were found to have been recruited through this agency. The practice of recruiting workers through intermediaries was also not found common as the proportion of the workers so recruited was negligible*. Recruitment through advertisement, Railway Service Commissions/Railway Board/Municipal Boards, etc. accounted for the rest of the workers. Among large and small units, there was not any marked difference so far as the different methods of recruitment were concerned. However, comparatively more workers were recruited at the factory gate in small units than in large ones. Similarly, Employment Exchanges were utilized more by large units.

2.7. *Employment Status*

With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all establishments employing 100 or more workers to classify their employees into various categories of employment status such as permanent, temporary,

*Loss than one per cent.

probationers, *badli*, casual, etc. Information relating to classification of 'Production and Related Workers' covered under the Factories Act, 1948, and employed directly by the managements (i.e., excluding those employed through contractors) into different categories of employment status was collected during the course of the present Survey. In those sampled units where framing of Standing Orders was not obligatory or the same had not been otherwise framed, reliance had to be placed on the version of the managements regarding the employment status of their workers.

The Survey results show that in the Industry, as a whole, about 66 per cent. of the production workers (employed directly) were permanent, 28 per cent. were temporary and about 4 per cent. were casual workers. The remaining workers comprised probationers, *badlis* and apprentices. The proportion of all categories of workers, except temporary workers, was higher in large units as compared to small ones. *Badlis* were employed in large units only. Details appear in Statement 2.4.

STATEMENT 2.4

Estimated Percentage Distribution of 'Production and Related Workers' by Employment Status in the Electric Light and Power Industry.

(31st March, 1965)

Size-Group	Total Number of Produc- tion Workers*	Percentage Distribution of Workers						
		Perma- nent Workers	Proba- tioners	Tempo- rary Workers	<i>Badlis</i>	Casual Workers	Apprentices	
							Paid	Unpaid
1	2	3	4	5	6	7	8	
1. Large Stations ..	32,764	70.3	0.3	23.1	0.1	4.9	1.3	@
2. Small Stations ..	10,591	54.6**	0.1	42.9	—	2.4	@	—
3. All Stations ..	43,355	66.4	0.2	28.0	0.1	4.3	1.0	@

*Covered under the Factories Act, 1948 and employed directly.

**Includes a few quasi-permanent workers.

@ Less than 0.05 per cent.

2.8. Length of Service

During the present Survey, statistics relating to length of service of 'Production and Related Workers' covered under the Factories Act, 1948 and employed directly by the managements were collected. Information thus collected appears in Statement 2.5.

STATEMENT 2.5

Estimated Percentage Distribution of 'Production and Related Workers' According to Length of Service in the Electric Light and Power Industry.

(31st March, 1965)

Size-Group	Total Number of Production Workers*	Percentage Distribution of Workers having Length of Service of				
		Under 1 year	1 year and more but under 5 years	5 years and more but under 10 years	10 years and more but under 15 years	15 years and more
1	2	3	4	5	6	7
1. Large Stations	.. 32,750@	13.1	29.7	24.5	15.2	17.5
2. Small Stations	.. 10,591	20.2	34.3	23.0	9.4	13.1
3. All Stations	.. 43,341	14.8	30.8	24.2	13.8	16.4

*Covered under the Factories Act, 1948 and employed directly.

@Excludes 14 unpaid workers.

It would be seen from the Statement 2.5 that in the Industry, as a whole, about 30 per cent. of the workers had put in 10 years' or more of service and about 24 per cent. had 5 years' and more but less than 10 years' service as on 31st March, 1965. The rest (i.e., about 46 per cent.) had put in less than 5 years' service.

As between large and small units the proportion of workers having longer length of service i.e., 10 years or more, was higher in the former than in the latter, the respective percentage being about 33 and 22.

2.9. Absenteeism

No information in regard to the extent of absenteeism was collected from this Industry during the present Survey as the Bureau was already collecting information relating to absenteeism under the Annual Survey of Industries in respect of permanent and temporary 'Production Workers' and it was expected that the same could be utilized for this Report also. Since the data collected during the Annual Survey of Industries, 1964 are still in the processing stage, no use could be made of them in this Report. However, an attempt was made to obtain a general idea about the measures taken, if any, by the managements to reduce absenteeism. It was observed that only in about 20 per cent. of the units, some measures were taken for reducing absenteeism. The steps taken included deduction of wages for unauthorised absence in addition to disciplinary action.

2.10. Labour Turnover

As in the case of absenteeism, only the information regarding the steps taken by the managements to reduce labour turnover was collected during the present Survey. The data collected show that hardly 2 per cent. of the units had taken some measures in this behalf.

2.11. Regulation of Employment of Badli and Casual Labour

The system of employing *badli* or casual labour was in vogue in about 29 per cent. of the large and about 6 per cent. of the small units, comprising about 10 per cent. of the units at the all-India level. Of these, about 14 per cent. of the establishments (comprising one-fourth of the large units only) had taken some steps to regulate the employment of *badli* or casual labour by appointing them in the temporary cadre on the basis of seniority and suitability.

2.12. Training and Apprenticeship

The present Survey has revealed that training and apprenticeship facilities had been provided in about 10 per cent. of the Electric Light and Power Stations in the country, comprising 29 per cent. of large and 6 per cent. of small units. The facilities were found to have been provided on a regular basis in about one-third of the units having such arrangements while, in the rest, they were provided on an *ad hoc* basis. These training schemes were intended mainly to give a technical bias to the prospective employees and to obtain skilled and semi-skilled workers in course of time by giving them practical as well as theoretical training. Generally, candidates who had studied up to 9th standard were selected for job-training which was given in such occupations as those of wiremen, electricians, etc. Persons who had already received some training in the institutes run by the Government were, however, preferred. The period of training varied from six to thirty-six months, depending upon the job and the degree of skill aimed at. The graduate training schemes were for fresh Degree Holders in Electrical Engineering and after giving them necessary training for a period of one year or so, they were absorbed in the establishments at junior engineer's level. The remuneration or allowances paid to the trainees differed from unit to unit but it ranged between Rs. 40 to Rs. 275 per month. None of the units having training Schemes guaranteed employment to the trainees.

One of the large units was reported to be running on 'Apprentice Training School' where training was imparted under the Apprentices Act, 1961, to wiremen and electricians only. The duration of the training was three years, out of which the first three months were devoted to basic training in the school and for the remaining period, the trainees were attached with the workshop. The qualification generally prescribed for admission to the school was matriculation or equivalent. The trainees had to execute a written contract before joining the school. They were given a stipend of Rs. 70.00 per month in the first year, Rs. 90.00 per month in the second year and Rs. 100.00 per month in the third year. They were also entitled to free medical facilities provided by the unit. No specific guarantee for future employment was given although quite obviously, trainees were definitely preferred in view of the expenditure being incurred by the concern on their training.

CHAPTER III

WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revisions since this information had already been collected by the Bureau under the Second Occupational Wage Survey (1963—65).

3.1. *Earning*

3.1.1. *Average Daily Earnings of Different Categories of Workers*

As mentioned earlier, in order to avoid duplication in the collection of data, information relating to pay period and earnings of 'Production and Related Workers' and All Workers was not collected in the present Survey as the same were already collected under the Second Occupational Wage Survey 1963—65. Since the data collected under the Second Occupational Wage Survey are still being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the present Survey, therefore, relate to the remaining four categories of workers viz., Professional, Technical and Related Personnel; Administrative, Executive and Managerial Personnel; Clerical and Related Workers (including Supervisory) and Watch and Ward and Other Services. This information relates to the pay period immediately preceding the specified date i.e., 31st March, 1965, and is in respect of the workers covered under the Factories Act, 1948. Statement 3.1 shows average daily earnings of the different categories of workers during March, 1965.

STATEMENT 3.1

Estimated Average Daily Earnings of Workers by Broad Occupational Groups in the Electric Light and Power Industry.
(March, 1965)*

(In Rupees)				
Size-Group	Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5
1. Large Stations	17.86	36.71	8.61	4.44
2. Small Stations	17.07	16.48	7.85	5.23
3. All Stations	17.59	26.28	8.35	4.70

*Covered under the Factories Act, 1948.

It will be seen from the Statement that the average daily earnings of the workers belonging to the category of 'Administrative, Executive and Managerial Personnel' were the highest (Rs. 26.28) and those of 'Watch and Ward and Other Services' the lowest (Rs. 4.70). Workers belonging to the categories 'Professional, Technical and Related Personnel' and 'Clerical and Related Workers' earned, on an average, Rs. 17.59 and Rs. 8.35 per day respectively. Except 'Watch and Ward and Other Services', the average daily earnings of the workers belonging to the other three groups were higher in large units as compared to small ones. The difference was quite marked in the case of 'Administrative, Executive and Managerial Personnel' whose earnings were more than double in large units as compared to small units.

The pay-period of all the four categories of workers was a month in all the units surveyed.

3.1.2. Average Daily Earnings of All Workers

Following Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in the Electric Light and Power Industry in the country, as a whole. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under Section 2(m) of the Factories Act, 1948 i.e., factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, 1936, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3.2

*Average Daily Earnings of All Workers by Components in the
Electric Light and Power Industry.
(1965)*

Component						Average Daily Earnings (Rs.)	Percentage
1						2	3
1. Basic Wages	..	..	..	..	..	3.85	66.4
2. Cash Allowances including dearness allowance				..	..	1.78	30.7
3. Bonus	..	..	..	..	..	0.11	1.9
4. Money Value of Concessions			..	..	..	0.03	0.5
5. Arrears	..	..	..	..	..	0.03	0.5
Total					..	5.80	100.0

It would appear from the Statement that basic wages alone accounted for about 66 per cent. of the total earnings, followed by cash allowances including dearness allowance (about 31 per cent.) and bonus (about 2 per cent.). The contribution of money value of concessions in kind and arrears was negligible.

3.2. *Dearness Allowance*

The Survey has revealed that a separate dearness allowance was being paid in about 66 per cent. of the units, representing about 89 per cent. of large and 61 per cent. of small establishments. Of the units paying a separate dearness allowance, in about 74 per cent., it was based on income slabs and in about 9 per cent. of the units, it was being paid at flat rates. Only about 9 per cent. of the units were linking the dearness allowance with Working Class Consumer Price Index Number. In the remaining about 8 per cent. of the units, different methods were followed. For example, in some of these units, the dearness allowance was a certain percentage of basic salary with a fixed minimum, while in some others, the rate of dearness allowance was decided from time to time depending upon the availability of the funds for the purpose.

In only 8 units the dearness allowance was linked with Working Class Consumer Price Index Numbers. In one small and two large units, it was linked with the Consumer Price Index Number for Kanpur (Base: August, 1939=100), in three small units with the Bombay index (Base: July 1933 to June 1934=100), in one large unit with the Calcutta index (Base: 1939=100) and in the remaining one small unit with the Ahmedabad index (Base: August, 1926 to July, 1927=100).

3.3. *Incentive/Production Bonus*

The Survey has revealed that the system of paying incentive/production bonus did not exist in any of the Electric Light and Power Stations surveyed.

3.4. *House Rent Allowance*

The practice of paying some house rent allowance to workers existed in about one-fourth of the Electric Light and Power Stations, comprising about 36 per cent. of large and 23 per cent. of small units. Generally, all workers who were not allotted residential accommodation were entitled to the house rent allowance but, in a few units, temporary, *badli* and piece-rated workers were not getting this allowance. The rates at which the house rent allowance was paid differed from unit to unit and, even within the same unit, according to different categories of workers. Broadly speaking, the amount of house rent allowance paid ranged between Rs. 3 and Rs. 75 per month.

3.5. *Night Shift Allowance*

The system of paying night shift allowance was found to be prevalent in about 7 per cent. of the units in the country, comprising about 11 per cent. of the large and 7 per cent. of the small establishments. In about half of these units, the allowance was being paid to all the categories of workers while in the rest, it was restricted to a few categories of workers only such as Linemen, Switch

Board Operators, Drivers, Khalasis, etc. The rate of payment generally ranged between Re. 0.12 to Re. 0.60 per night shift.

3.6. *Transport or Conveyance Allowance*

The Survey results show that about 9 per cent. of the Electric Light and Power Stations in the country, comprising about 11 per cent. of large and 9 per cent. of small units, were paying transport/conveyance allowance to their workers. The benefit was available to all workers in about half of the units while in the rest, it was available only to those workers who were required to do out door work. The rates of transport allowance differed from unit to unit and even within the same unit, from one category of workers to the other. For production workers and clerical staff, the rates generally varied from Rs. 4 to Rs. 7.50 per month while the administrative and executive personnel in some of the units were getting conveyance allowance ranging between Rs. 75 and Rs. 125 per month.

3.7. *Attendance Bonus*

Only one large unit was found to be paying attendance bonus to its employees. The bonus was paid only to the weekly-paid production workers at the rate of one-third of basic earnings. The condition for the payment of the bonus was a minimum of 66 days attendance during the preceding three months.

3.8. *Washing Allowance*

In about 19 per cent. of the Electric Light and Power Stations in the country, comprising about 25 per cent. of large and 17 per cent. of small units, washing allowance was paid to those workers who were provided with uniforms. Such workers generally belonged to production and watch and ward categories. The rate of payment varied from Re. 1.00 to Rs. 1.50 per month.

3.9. *Other Allowances*

Certain other allowances such as Medical Allowance, Operation Allowance, Food Carrying Allowance etc. were also being paid in a very few units to certain selected categories of workers only.

3.10. *Bonuses*

3.10.1. *Annual Bonus*

The practice of paying annual or year-end bonus was reported to be in existence in about 16 per cent. of the Electric Light and Power Stations in the country. These comprised about 14 per cent. of large and about 16 per cent. of small units. In about 52 per cent. of the units paying the bonus, there were regular schemes for the purpose while in the rest, payment was made on an *ad hoc* basis. Of the units paying bonus, in about 71 per cent., the managements were paying bonus voluntarily, in about 24 per cent. it was paid under some voluntary agreements arrived at between the managements and the workers while in the remaining about 5 per cent. of the units, the bonus was paid as per the Payment of Bonus Act, 1965. In all the units all categories of workers were entitled to bonus which was paid invariably in cash. In about one-seventh of the units paying bonus, it was paid unconditionally while in the remaining units, the payment was conditioned by certain requirements such

as a minimum length of service during the year, permanancy, etc. The rate of payment generally varied from one month to three months' wages.

3.10.2. *Other Bonuses*

Festival Bonus or Profit-sharing Bonus was not being paid in any of the units covered during the Survey. However, in one large unit, a bonus called 'Profit Bonus' was paid to the workers during those years when the unit earned profits. The scheme was evolved on the basis of a voluntary agreement between the workers and the management. All workers who had completed a minimum of one month's service during the year were entitled to this bonus. The rate of payment was uniformly two months' and two days' basic wages and the mode of payment was cash.

3.11. *Fines and Deductions*

The information collected during the present Survey reveals that the practice of imposing fines was in vogue in only 6 per cent. of the units in the Industry as a whole. It has been reported that, in most of the cases, the amount of fines imposed was within the limits prescribed under the Payment of Wages Act, 1936 and the lists of acts of commission and omission for which fines were imposed were duly approved by the prescribed authorities and were displayed on the notice boards. Fines registers were also maintained by such units as per the legal requirement.

Deductions from wages on account of damages, etc., were generally made in conformity with the Payment of Wages Act, 1936, in all the units surveyed.

CHAPTER IV

WORKING CONDITIONS

Working conditions obtaining in industries in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a great deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in Electric Light and Power Industry as observed at the time of the Survey.

4.1. Shifts

The data collected during the Survey have shown that about 91 per cent. of the Electric Light and Power Stations were working three shifts daily, about 3 per cent. two shifts daily and the remaining 6 per cent. worked only one shift a day. Details appear in Statement 4.1.

STATEMENT 4.1

*Estimated Percentage of Electric Light and Power Stations According to Number of Shifts
(1965-66)*

Size-Group		Number of Units	Percentage of Units having			Percentage of Units having Night Shift
			One Shift	Two Shifts	Three Shifts	
1		2	3			
1. Large Stations	..	112	3.6	3.6	92.8	89.3
2. Small Stations	..	463	6.7	2.8	90.5	79.1
3. All Stations	..	575	6.1	3.0	90.9	81.0

The Statement shows that 81 per cent. of the Electric Light and Power Stations were having night shifts*. No amenity or facility was provided to the night shift workers in any of the units. A regular system of transferring workers from night shift to day shift and *vice-versa* existed in about 96 per cent. of the units. The period after which such a change-over was made was a week in 89 per cent. of the Electric Light and Power Stations having night shifts, a month in about 5 per cent., a day in about 1 per cent. and a fortnight in about 1 per cent. In the rest (i.e., 4 per cent.) of the units, the period of change-over was not generally fixed in advance.

4.2. Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory.

*For the purpose of the Survey, a night shift was treated as the one whose majority of working hours fell between 10 P.M. and 6 A.M.

The data collected during the present Survey show that in none of the Electric Light and Power Stations surveyed, daily and weekly hours of work for the majority of workers in day shifts exceeded 9 and 48 respectively. Details appear in Statement 4.2.

STATEMENT 4.2

Daily Hours of Work in the Electric Light and Power Industry (1965-66)

Size-Group	Number of Units	Estimated Percentage of Units Where Daily Hours of Work for Majority of Adult Workers in Day-Shift were			
		7 hours and less	More than 7 hours and up to 7½ hours	More than 7½ hours and up to 8 hours	More than 8 hours and up to 8½ hours
1	2	3	4	5	6
1. Large Stations ..	112	—	7.1	89.3	3.6
2. Small Stations ..	463	0.9	4.8	94.3	—
3. All Stations ..	575	0.8	5.2	93.3	0.7

As regards the prevailing practice in respect of spread-over and rest-interval in the Electric Light and Power Industry, the data collected appear in Statement 4.3.

STATEMENT 4.3

Estimated Percentage Distribution of Electric Light and Power Stations According to Duration of Spread-over and Rest-Interval (1965-66)

Size-Group	Number of units	Percentage of Units Where Spread-Over for Adult Workers was				
		More than 7½ hours and up to 8 hours	More than 8 hours and up to 8½ hours	More than 8½ hours and up to 9 hours	More than 9 hours and up to 9½ hours	More than 9½ hours and up to 10 hours
		3	4	5	6	
1. Large Stations ..	112	71.4	10.7	3.6	7.1	7.2
2. Small Stations ..	463	79.0	4.8	13.3	—	2.9
3. All Stations ..	575	77.6	5.9	11.4	1.4	3.7

Percentage of Units Where

Size-Group		Rest Interval for Adult Workers was					
		½ hour and less	More than ½ hour and up to 1 hour	More than 1 hour and up to 1½ hours	More than 1½ hours and up to 2 hours	More than 2 hours	No Rest Interval
1		8	9	10	11	12	13
1. Large Stations ..	17.8	3.6	10.7	3.6	—	64.3	
2. Small Stations ..	8.6	11.4	0.9	2.9	1.0	75.2	
3. All Stations ..	10.4	9.9	2.8	3.0	0.8	73.1	

It would be seen from the Statement (4.3) that in as many as about 73 per cent. of the Electric Light and Power Stations, no fixed rest interval was allowed to the workers. The workers were found to be taking rest by rotation, obviously due to the nature of the Industry. The Factories Act, 1948, provides that the spread-over should not in any case be more than $10\frac{1}{2}$ hours a day. It was observed that this provision of law was not being violated in any of the Electric Light and Power Stations surveyed. In fact, in about 78 per cent. of the units, the spread-over was up to 8 hours.

4.3. *Dust and Fumes*

The Survey revealed that processes giving off considerable dust were noticed in about 8 per cent. of the units. All these units were thermal power stations using coal for generating power. Dust was produced in the coal grinding or coal shovelling processes. Similarly, the handling of the coal ash from the boilers also produced dust. The danger of dust was, to some extent, eliminated by wetting the coal or ash in all such units. Besides, other precautionary measures such as isolation of dusty processes, provision of local as well as general exhaust systems had also been taken in many of the units. Protective equipment like dust masks were also provided to the workers in some of these units. In all these units, gas was also produced when the coal was burnt in the boilers. Precautionary measures like isolation of gas producing processes, provision of local and general exhausts, etc. were taken in all such units. In addition to these measures, in about 17 per cent. of the units, gas masks were also provided to the workers.

4.4. *Seating Arrangements*

Under the Factories Act, 1948, the managements are required to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of the work. This aspect was enquired into during the course of the present Survey and it was found that in about 94 per cent. of the units in which workers were required to work in a standing position, suitable seating arrangements existed though, in a few of them, the arrangements were not adequate. Of the managements which had not provided seating arrangements, some stated that they did not feel the necessity of providing such arrangements while others were of the view that such arrangements would make the workers lazy and thereby impair their efficiency and hamper the progress of work.

4.5. *Consevançy*

It is obligatory under the Factories Act, 1948, for every factory to maintain adequate number of latrines and urinals of a prescribed standard for the use of workers. The Survey results show that about 86 per cent. of the Electric Light and Power Stations (i.e., 96 per cent. of the large and 83 per cent. of the small units) in the country had provided latrines, though in slightly more than one-fifth of them (i.e. in about 48 per cent. of the large and 15 per cent. of small units), the number of latrines provided was found to be inadequate. The latrines provided were of water-borne sewage or septic tank

type in about 63 per cent. of the units having them, while in the remaining 37 per cent. of the units, it was dry type bore hole, dry type with or without pan, etc. Most of the latrines provided were of a permanent type with impervious floors and plastered or tarred walls and properly screened to afford privacy. Water taps in or near latrines had also been provided in most of them. Separate arrangements for female workers existed in about two-fifths of the units employing women and providing latrines.

Besides latrines, urinals had been provided in about 62 per cent. of the units in the country, comprising 96 per cent. of large and 53 per cent. of small establishments. In most of these units, urinals provided were of permanent type with impervious floor, plastered or tarred walls and affording adequate privacy. Separate urinals had been provided for women workers in about half the units employing women workers and providing urinals. The number of urinals was generally adequate in most of the units surveyed.

4.6. *Leave and Holidays with Pay*

Annual leave (i.e., earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948. All other types of leave have usually come into vogue either as a result of adjudication awards or mutual agreements between employers and employees. Some of the State Governments have also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. Statement 4.4 based on the data collected during the Survey shows the prevailing practice in regard to the granting of leave and holidays with pay in Electric Light and Power Stations in the country.

STATEMENT 4.4.

Estimated Percentage of Electric Light and Power Stations Granting various Types of Leave and Holidays with Pay (1965-66)

Size-Group		Total Number of Units	Percentage of Units Granting			
			Earned Leave	Casual Leave	Sick Leave	National and Festival Holidays
1		2	3			
1. Large Stations	.. ..	112	100.0	92.9	71.4	92.9
2. Small Stations	.. ..	463	100.0	93.3	50.5	93.3
3. All Stations	.. ..	575	100.0	93.2	54.6	93.2

4.6.1. *Earned Leave*

Data collected show that earned leave was being granted in all the units surveyed. As regards the period of leave, qualifying conditions and the rate of payment, the managements generally followed the provisions of the Factories Act, 1948, in this behalf,

In order to assess the extent of benefit actually enjoyed by workers, information in respect of the number of workers who availed of earned leave during the calendar year 1964 and the extent of earned leave enjoyed by them was also collected during the course of the present Survey. The findings appear in Statement 4.5.

STATEMENT 4.5

Estimated Number of Workers Granted Earned Leave with Pay in the Electric Light and Power Industry (During 1964)

Size-Group	Average Daily Number of Workers Employed	Number of Workers Enjoyed Leave	Percent- age of Wo- kers Who En- joyed Leave to the Total Emp- loyed	Percentage of Workers Who Enjoyed Leave						
				Up to 5 Days	Over 5 and up to 10 Days	Over 10 and up to 15 Days	Over 15 and up to 20 Days	Over 20 and up to 25 Days	Over 25 and up to 30 Days	Over 30 Days
	2	3	4	5	6	7	8	9	10	11
1. Large Stations	30,310	24,662	81.4	6.9	11.3	22.3	20.8	9.0	9.8	19.9
2. Small Stations	10,770	6,958	64.6	6.5	14.3	21.2	15.5	10.9	12.1	19.5
3. All Stations	41,080	31,620	77.0	6.8	11.9	22.1	19.6	9.5	10.3	19.8

The Statement shows that 77 per cent. of the workers in the Industry availed earned leave with pay during 1964. The proportion of workers who took leave was higher (about 81 per cent.) in large units as compared to small ones (about 65 per cent.). Of the persons who availed of the leave during 1964, the largest proportion (about 22 per cent.) was of those who took it for a period of over 10 and up to 15 days. Persons taking more than 30 days' leave came next (about 20 per cent.), closely followed by those who took leave for over 15 and up to 20 days.

4.6.2. Casual Leave

In the course of the Survey, it was noticed that about 93 per cent. of the Electric Light and Power units in the country were allowing casual leave with pay to their employees (Statement 4.4). In about 35 per cent. of the units granting casual leave, it was allowed up to 10 days in a year, in 53 per cent. between 11 and 15 days while in the rest of the units, the period of leave was more than 15 days. All workers were entitled to casual leave in about four-fifths of the units granting the facility while, in the rest, casual leave was granted only to certain categories of workers such as permanent workers, monthly-rated workers, etc. Generally, no condition was attached to the grant of casual leave but in some of the units, six months' to one year's service or permanency was insisted upon before the workers could avail of the facility. Full consolidated wages or basic pay and dearness allowance, as the case may be, were payable to the workers for the period of casual leave in almost all the units.

4.6.3. Sick Leave

During the course of the Survey, information regarding sick leave was collected from those units only where the sick leave facility was being granted by the managements irrespective of the fact whether they were covered under the Employees' State Insurance Scheme or not. The Survey results show that about 55 per cent. of the units in the Industry were allowing the benefit of sick leave with pay to their workers. The proportion of the units allowing sick leave was higher (about 71 per cent.) in large units as compared to small ones (about 50 per cent.). Sick leave was allowed to all workers in about four-fifths of the units while, in the rest, it was restricted to permanent or monthly-rated employees. Production of a medical certificate was essential in about half of the units. In about 63 per cent. of the units granting sick leave, it was allowed up to 15 days in a year and in about 33 per cent. for 16 days or above. In the remaining about 4 per cent. of the units, sick leave was allowed as per the Central Government Rules. As regards the rate of payment during sick leave, the workers were paid full consolidated wages or basic pay and dearness allowance, as the case might be, in more than two-thirds of the units granting sick leave. In the rest of the units, the rate varied widely but ranged between half of the normal pay and average pay.

4.6.4. National and Festival Holidays

The present Survey has revealed that about 93 per cent. of the Electric Light and Power Stations in the country were granting national and festival holidays with pay to their employees. The number of holidays allowed in a year was up to 15 days in 59 per cent. of the units while, in the rest, the period of holidays was over 15 days. In about 80 per cent. of the units granting such holidays, all workers were entitled to this facility while, in the rest of the units, it was restricted to certain categories of staff only like production workers, clerical staff and professional, technical and related personnel. Generally, no condition had been laid down for claiming pay for these holidays for which workers received their normal wages.

4.6.5. Other Types of Leave

About 8 per cent. of the units in the Industry were granting some other types of leave with pay such as special casual leave, optional leave, etc. to their workers.

4.7. Weekly Off

A weekly day of rest was being allowed in all the units surveyed in compliance with the provision of the Factories Act, 1948. Payment for such weekly offs was being made in about 97 per cent. of the Electric Light and Power Stations surveyed.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India, for the last few decades. Various Committees and Commissions appointed from time to time for enquiring into the working conditions of industrial labour in India have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of the workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of the worker which, in turn, contributes to higher productivity.

During the present Survey, an attempt was made to assess the extent to which the welfare facilities have been actually provided to the workers in the Electric Light and Power Industry. The information collected in respect of various welfare activities (both obligatory and non-obligatory) is presented in the following paragraphs.

5.1. Drinking Water Facilities

The present Survey has revealed that suitable arrangements for the supply of drinking water were found to be existing in almost all the Electric Light and Power Stations in the country, the only exception being one small unit. The predominant arrangement in this regard was water taps which existed in about 37 per cent. of the units. Details regarding the various types of arrangements made for the supply of drinking water appear in Statement 5.1.

STATEMENT 5.1

Drinking Water Facilities in the Electric Light and Power Industry (1965-66).

Size-Group	Total Number of Units	Estimated Percentage of Units Where Drinking Water Facility Existed	Estimated Percentage of Units where Water was Supplied through						Estimated Percentage of Units having arrangements for cooled water during Summer
			Taps only	Tube Wells only	Earthen Pitchers only	Buckets or Drums only	Combination of one or more viz., earthen pitchers, drums and water taps, etc.	Others (Well and Hand Pump)	
1	2	3	4	5	6	7	8	9	10
1. Large Stations	112	100.0	53.6	3.6	10.7	—	32.1	—	82.1
2. Small Stations	463	99.1	32.7	1.9	26.9	5.8	29.8	2.9	55.8
3. All Stations	575	99.2	36.8	2.3	23.7	4.6	30.3	2.3	61.0

The condition of earthen pitchers, buckets, drums, etc., wherever provided, was reported to be clean. Presumably, keeping in view the hygienic considerations the Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of latrines and urinals. It was found during the course of the Survey that in about 8 per cent. of the Electric Light and Power Stations in the country, all of which were small units, drinking water points were located within the prohibited distance.

The Factories Act, 1948, also provides that every factory employing more than 250 workers should supply cooled drinking water during certain specified period of the year. On the basis of the information collected during the Survey, it is estimated that about 8 per cent. of the units in the country, all of them of large size, were under such an obligation and, of these, about 91 per cent. had made such arrangements. In addition, some of the other units, though under no such obligation, had also made arrangements for the supply of cooled drinking water during the summer months and, thus, in the Industry as a whole, such arrangements existed in 61 per cent. of the units. The arrangements were generally in the form of earthen pitchers, iced water and refrigerated water.

5.2. *Washing Facilities*

Under the Factories Act, 1948, it is obligatory for every factory to provide and maintain adequate and suitable washing facilities for the use of workers. The present Survey has shown that washing facilities existed in about 82 per cent. of the Electric Light and Power Stations in the country, comprising 93 per cent. of large and 79 per cent. of small establishments. Of the units having such arrangements, about 37 per cent. had taps on stand pipes, nearly 24 per cent. provided wash-basins with taps, about 10 per cent. had water stored in receptacles, nearly 1 per cent. had troughs with taps or jets while the rest had either made other type of arrangements like tubewells, tap water etc., or had a combination of afore-said washing facilities. The Survey has also revealed that some cleansing material like soap was being supplied to workers in about 90 per cent. of the units providing washing facilities. Of the factories employing women and providing washing facilities, about 17 per cent. had provided separate washing facilities for women workers and, in all of them, they were properly screened to afford privacy.

5.3. *Bathing Facilities*

During the course of the Survey, it was found that about 38 per cent. of the Electric Light and Power Stations in the country had provided bath rooms. These comprised 75 per cent. of large and 30 per cent. of small units. It was observed that no separate arrangements for women workers, wherever employed, existed. Bathing places were well maintained and kept clean in about 95 per cent. of the units.

5.4. *Canteens*

The Factories Act, 1948, lays down that the State Governments may make rules requiring that in any specified factory, wherein more than 250 workers are ordinarily employed, an adequate canteen, according to the prescribed standards, should be provided for

the use of workers. Information collected during the Survey shows that about 8 per cent. of the Electric Light and Power units, all of large size, were under statutory obligation to provide canteen facility for the use of their workers, and about 45 per cent. of them had complied with the legal requirement. Some of the other units, though under no such statutory obligation, had also provided canteens, voluntarily. Thus, in the Industry as a whole, about 9 per cent. of the units, comprising 32 per cent. of the large and 4 per cent. of the small establishments, had provided canteens. In about 8 per cent. of the units having canteens only tea and coffee were sold to the workers while in about 30 per cent., besides tea and coffee, snacks were also served. Another 38 per cent. of the units having canteens served tea, coffee, snacks and meals to the workers. In the remaining about 24 per cent. of the units, a combination of one or more of the above-mentioned items was available in the canteens. In two-fifths of the units, the articles were sold at market prices while, in about half of the remaining units, they were sold at subsidised rates. In the rest, articles were sold on a 'no-profit, no-loss' basis.

In about 46 per cent. of the units, the canteens were run by the contractors and in about 16 per cent. by the managements. In about 31 per cent. of the units, the canteens were run jointly by the managements and the workers. In the remaining one unit, a large one, constituting about 7 per cent. of the units having canteens, the canteen was run by the workers' co-operative society. Canteen Managing Committees existed in about 45 per cent. of the units, all large, having canteens and in about 37 per cent. of these units, they were responsible for fixing the prices of the items sold. In about 54 per cent. of the units, the canteens were given subsidies (mostly on a regular basis) to supply articles at cheap rates and/or to meet losses, if any. Location of the canteens was reported to be good in all the units while hygienic conditions were found to be satisfactory in about 85 per cent. of them. About 93 per cent. of the units having canteens had provided suitable drinking water facilities in the canteen. It is estimated that about 38 per cent. of the employees in the units having canteens were visiting them daily.

5.5. *Creches*

The Factories Act, 1948, requires all factories employing more than 50 women workers to maintain a creche of a prescribed standard. The present Survey has revealed that though women were employed in about 12 per cent. of the Electric Light and Power Stations, their number exceeded 50 in only one large factory, constituting about 6 per cent. of the Electric Light and Power Stations in the country. This unit had duly provided the creche facility. The condition of the creche was reported to be satisfactory. The creche, besides being located in congenial surroundings, was found to be properly lighted, ventilated, furnished and maintained in a clean and tidy condition. The children attending the creche were being provided with toys, clean clothes, soap and towels. Full-time staff was found to be appointed for looking after the children. No other unit employing women had provided the facility voluntarily.

5.6. Lockers

Lockers for keeping clothings of workers were found to have been provided in about 15 per cent. of the Electric Light and Power Stations in the country. The corresponding percentage in large factories was about 29 as against only about 11 in small size units.

5.7. Rest Shelters

Under the Factories Act, 1948, maintenance of rest shelters is obligatory for every factory wherein more than 150 workers are ordinarily employed. However, if a factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not obligatory. It is estimated that in the Electric Light and Power Industry, about 7 per cent. of the units (comprising about 32 per cent. of large and 1 per cent. of small establishments) were under a statutory obligation to provide rest shelters. Of these, nearly 41 per cent. comprising one-third of large and all small units, had complied with the law. In addition, about 9 per cent. of the units (consisting of about 32 per cent. of large and 3 per cent. of small units) had voluntarily provided rest shelters. Thus, in the Industry as a whole, rest shelters were provided in about 11 per cent. of the units, comprising about 43 per cent. of large and 4 per cent. of small establishments. The main reason given by the managements of the defaulting units for not providing rest shelters was that due to the proximity of workers' quarters to their place of work, the need for separate rest shelters was not felt by them.

Rest shelters in a large majority of the cases were found to be in a tidy condition, well-lighted, ventilated and furnished. They also afforded adequate protection from bad weather. However, in about one-third of the units, the rest-shelters did not conform to the prescribed standards. Drinking water facilities were provided in about 63 per cent. of the units having rest shelters.

5.8. Recreation Facilities

The information collected during the Survey has revealed that about 32 per cent. of the Electric Light and Power Stations in the country, comprising 71 per cent. of large and 22 per cent. of small units, had provided some sort of recreation facilities for their workers. The facilities provided were in-door and out-door games, radio sets, film shows, etc. In about 53 per cent. of the units providing recreation facilities all workers could avail of the game facilities while in the rest, they were restricted to those who paid some subscription. In about 54 per cent. of the units, the recreation facilities were financed by the management through *ad hoc* contributions while, in the rest of the cases, they were financed from Welfare Funds, contributions by workers, etc. In about two-thirds of the units providing recreation facilities, they were managed through committees consisting of representatives of workers and managements and, in the rest, by employers either directly or through Labour/Welfare Officers.

5.9. Educational Facilities

The present Survey has revealed that only about 10 per cent. of the Electric Light and Power Stations in the country had provided educational facilities in the form of schools for their workers'

children. These comprised about 21 per cent. of the large and 8 per cent. of the small units. In about 22 per cent. of the units, the schools were exclusively for the workers' children while in the remaining 78 per cent. of the units the schools were open to others also. As regards the standards of educational facilities provided, it was observed that in about 51 per cent. of the units having schools, only primary education was available and in about 22 per cent. of the units, there were middle schools. The remaining about 27 per cent. of the establishments had high or higher secondary schools. About 57 per cent. of the units providing schools did not charge any fee from the students. Books and other items of stationery were supplied free to the students in about 7 per cent. of the units and the managements of about 14 per cent. of the units were found to be paying scholarships to the students. About 3 per cent. of the establishments, which had not provided any school of their own, were giving regular subsidy to some other schools for admitting their workers' children.

Adult education centres existed in only two units surveyed—one large and other small.

5.10. *Medical Facilities*

During the course of the Survey, it was observed that the Employees' State Insurance Scheme was in force in about 22 per cent. of the Electric Light and Power Stations and the workers were getting medical benefits under the Scheme. Except for first-aid boxes and ambulance rooms, the law does not require employers to provide any other medical facility. However, during the course of present Survey, it was found that about 17 per cent. of the Electric Light and Power Stations in the country, comprising about half of the large and about one-tenth of the small units, had dispensaries/hospitals attached to them. In about 71 per cent. of these units, hospitals/dispensaries were under the charge of full-time doctors while, in the rest, there were only part-time doctors. Other staff appointed generally included compounders, dressers, midwives, nurses, etc. Doctors attached to dispensaries or hospitals generally visited workers' houses and took care of their health as well as sanitary conditions within the factory premises and housing colonies. About 31 per cent. of the units in the Industry had made arrangements with outside doctors/dispensaries, etc. for the treatment of their workers.

5.10.1. *Ambulance Rooms*

Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the standards as well as equipment of such rooms. It is estimated that about 3 per cent. of the Electric Light and Power units in the country were under a statutory obligation to provide ambulance rooms. Of these, only about one-fourth of the units had actually complied with the law. In addition to these, one small unit had voluntarily provided an ambulance room. Thus, in the Industry as a whole, ambulance rooms existed in about 1 per cent. of units. The ambulance rooms in all the units were under the charge of trained personnel.

5.10.2. *First-Aid Boxes*

The Factories Act, 1948, lays down that every factory should maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Such boxes must contain the prescribed items and should be readily accessible to workers during all the working hours. The Survey results show that about 87 per cent. of the Electric Light and Power units in the country, comprising 93 per cent. of the large and 86 of the small units, were maintaining first-aid boxes. As regards contents of the boxes, in only about 23 per cent. of the units providing first-aid boxes, the contents were found to be complete. In the remaining units (i.e., 77 per cent.), they were found to be deficient in one or more items. The first-aid boxes were easily accessible in about 90 per cent. of the units. The Factories Act, 1948, also provides that all the first-aid boxes must be kept under the charge of trained first-aiders. However, it was found that in only about one-fourth of the units having first-aid boxes, these were under the charge of trained first-aiders. In about 96 per cent. of the factories having trained first-aiders, they had received training under St. John Ambulance.

5.11. *Transport Facilities*

Only about 8 per cent. of the Electric Light and Power Stations, comprising about 14 per cent. of the large and about 67 per cent. of the small units, had provided transport facility to their workers from their homes to work-places and back.

5.12. *Other Amenities*

The Survey results indicate that about 11 per cent. of the large units and about 3 per cent. of the small units, constituting about 4 per cent. of all units in the Industry, were running grain shops for the benefit of their workers. In all the grain shops run in the small units and in about one-third of those in large units, the commodities were sold at market prices. In the remaining two-thirds of the large units, the commodities were sold either at subsidised rates or at fair prices.

About 21 per cent. of the large and 10 per cent. of the small units, constituting about 13 per cent. of all units in the country were having some type of co-operative society. Of these, about 59 per cent. of the units had co-operative credit societies whose main activity was to advance loans to members at nominal rates of interest and to encourage savings. Co-operative stores organised by workers were found to be functioning in about two-thirds of the factories having co-operative societies.

5.13. *Housing Facilities*

At the time of the Survey, nearly 62 per cent. of the units had provided housing accommodation to their workers. The percentage of factories providing houses was higher (68 per cent.) in the case of large establishments as compared to small ones (61 per cent.). The details about the type of accommodation provided are presented in Statement 5.2.

STATEMENT 5.2

*Estimated Percentage of Electric Light and Power Stations Providing
Houses, etc.
(1965-66)*

Size-Group	Number of Units	Percentage of Units Providing Houses	Percentage of Houses Consisting of			
			One Room	Two Rooms	Three Rooms	Four or more Rooms
1	2	3	4	5	6	7
1. Large Stations ..	112	67.9	52.1	39.0	7.5	1.4
2. Small Stations ..	463	61.0	54.5	34.0	8.6	2.9
3. All Stations ..	575	62.3	52.6	37.9	7.8	1.7

The Statement (5.2) shows that one-room tenements accounted for about 53 per cent. of the houses provided. Two-room houses formed nearly 38 per cent. of the total houses. Rest had three or more rooms. One-room tenements were usually allotted to production workers and watch and ward staff (excluding supervisory staff) and two-room tenements to clerical and supervisory staff. Houses consisting of three or more rooms were generally allotted to 'Professional, Technical and Managerial Personnel'. It was further observed that about 89 per cent. of the houses provided were *pucca*. In about 46 per cent. of the units, the accommodation was completely rent-free. Of the rest, in about 48 per cent., rent was charged from all and in the remaining units from a few only.

It is estimated that, of the 49,492 workers (covered under the Factories Act, 1948) employed in the Industry on 31st March, 1965, one-third had been provided houses by the employers. The corresponding percentage was about 34 for large units and nearly 31 for small ones. Details appear in Statement 5.3.

STATEMENT 5.3

*Estimated Percentage of Workers Allotted Houses in the Electric
Light and Power Industry
(1965-66)*

Size-Group	Number of Units	Number of Workers* Employed as on 31-3-1965	Percentage of Workers Allotted Houses
1	2	3	4
1. Large Stations	112	36,843	33.6
2. Small Stations	463	12,649	31.4
3. All Stations	575	49,492	33.0

*Covered under the Factories Act, 1948.

CHAPTER VI

SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in the country enjoyed social security only to limited extent which was through the Workmen's Compensation Act, passed by the Central Government, and the Maternity Benefit Acts enacted by the State Governments. However, after Independence there has been a considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952. The following paragraphs describe briefly the social security benefits being enjoyed by workers in the Electric Light and Power Industry in the country at the time of the present Survey.

6.1. *Provident Fund Schemes*

The present Survey has revealed that in about 95 per cent. of the Electric Light and Power units in the country, comprising all large and 93 per cent. of the small units, provident fund schemes were in existence. In about 69 per cent. of the units having provident fund schemes, comprising 75 per cent. of large and 67 per cent. of small units, only the Employees' Provident Funds Scheme was in operation while about 17 per cent. of the units were having, in addition to the Employees' Provident Funds Scheme, some other provident fund schemes also for the benefit of those employees who were not covered under the Employees' Provident Funds Scheme. In nearly 73 per cent. of these units, the other schemes were non-contributory so far as employers were concerned. The remaining 14 per cent. of the Electric Light and Power Stations were having their own provident fund schemes, of which about 41 per cent. were non-contributory. So far as the Employees' Provident Funds Scheme is concerned, the categories of workers covered, conditions for membership, rate of contribution, etc., were the same as laid down under the law. The rate of contribution for the schemes other than the Employees' Provident Funds Scheme varied from unit to unit but, generally, the rates of contribution of the employees as well as employers ranged between 6½ and 8½ per cent. of the wages.

The results of the Survey further show that an estimated number of 39,224 workers i.e., about 79 per cent. of the total, were members of the various provident fund schemes as on 31st March, 1965. Details appear in Statement 6.1.

STATEMENT 6.1

Estimated Percentage of Electric Light and Power Stations having Provident Fund Schemes, etc.
(31st March, 1965)

Size-Group	Number of Units	Percentage of Units	Percentage (of Col. 3) of Units having			Total Number of Workers* Employed as on 31-3-1965	Percentage of Workers who were Members of the Provident Fund Schemes (of Col. 7)	
		having Provident Fund Scheme	Employees' Provident Fund Schemes	Other Schemes	Employees' Provident Fund as well as Other Schemes			
1	2	3	4	5	6			
1. Large Stations	..	112	100.0	75.0	7.1	17.9	36,843	81.7
2. Small Stations	..	463	93.3	67.3	11.3	18.4	12,649	72.2
3. All Stations	..	575	94.6	68.9	12.8	18.3	49,492	79.3

*Covered under the Factories Act, 1948.

6.2. Pension Schemes

In the course of the present Survey, it was noticed that about 39 per cent. of the large and nearly 32 per cent. of the small units, constituting about 34 per cent. of the Electric Light and Power Stations at the all-India level, were having pension schemes for their employees. In all these establishments, the schemes were regular. Excepting two units, all these units were public sector undertakings and the pension was payable according to the Central/State Government Rules, Electricity Board Rules or Railway Board Rules. In the remaining two units, the employers had created staff Superannuation Funds in collaboration with the Life Insurance Corporation of India, out of which the employees were eligible to receive pensionary benefits depending upon the salary earned by them and the period of service rendered.

6.3. Gratuity Schemes

Gratuity schemes were reported to be in force in about 53 per cent. of the Electric Light and Power Stations in the country. These comprised about 57 per cent. of large and 52 per cent. of small units. The schemes were regular in as many as about 97 per cent. of the units. Gratuity was payable on death in all the units having gratuity schemes and, on retirement, in about 96 per cent. of them. In case of voluntary resignations and termination of service by employers on grounds other than misconduct, the proportion of the units paying gratuity was 76 and 73 per cent. respectively. Out of the units having gratuity schemes, in about 80 per cent. (which happened to be public sector undertakings), the gratuity was payable as per the Central or State Government Rules applicable to the unit concerned or the rules of the concerned State Electricity Board, Railway Board, etc. In the rest of the units, the gratuity was payable to all the workers. The condition attached to the payment of gratuity was, usually, completion of a specified period of service which varied from unit to unit and also for retirement, termination, death, etc. Generally speaking, the minimum service for entitling a worker

for gratuity varied from 5 to 20 years. The rate of payment also varied from unit to unit, but it ranged between 15 days' and one month's basic wages.

On the basis of the data collected during the present Survey, it has been estimated that 1562 persons in the Electric Light and Power Stations in the country received gratuity during the year 1964.

6.4. Maternity Benefits

Legislation providing for payment of maternity benefits in cash for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women employed in factories exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act.

The present Survey revealed that maternity benefit claims, numbering about 64, were made and accepted for payment during 1964 in only two large units, constituting about 11 per cent. of the units employing women in the Industry.

6.5. Industrial Accidents

The Workmen's Compensation Act, 1923, as amended from time to time, and the Employees' State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act, were applicable, at the time of the Survey, to all factories excepting those covered under the Employees' State Insurance Scheme.

Information was collected during the Survey in respect of the number and nature of accidents from all the sampled units whether covered or not under the Employees' State Insurance Scheme. On the basis of the information so collected, it is estimated that, during 1964, accidents had occurred in about 16 per cent. of the units, comprising about 54 per cent. of the large and about 7 per cent. of the small establishments, involving an estimated number of 1,228 workers. The number of workers involved in accidents per thousand workers employed as also the distribution of workers involved by nature of accidents are given in Statement 6.2.

STATEMENT 6.2

Estimated Proportion of Workers Involved in Accidents by Nature of Accidents in the Electric Light and Power Industry (1964)

Size-Group	Number of Units	Percentage of Units Where Accidents were reported	Estimated Average Daily Number of Workers Employed (1964)	Number of workers involved in Accidents per 1,000 workers employed Resulting in			Total
				Death	Permanent Disability	Temporary Disability	
1	2	3	4	5	6	7	8
1. Large Stations	.. 112	53.6	30,310	--	0.7	35.4	36.1
2. Small Stations	.. 463	6.7	10,770	0.4	.	12.0	12.4
3. All Stations	.. 575	15.8	41,080	0.1	0.6	29.2	29.9

It will be seen from the Statement (6.2) that, during 1964, the rate of accidents in the industry as a whole was about 30 per thousand workers employed. The number of workers involved in fatal accidents was, however, negligible. Those involved in accidents resulting in permanent disability also formed an insignificant proportion. By far, the largest number of workers involved i.e., about 29 per thousand employed, was in minor accidents causing temporary disability.

6.6. *Occupational Diseases*

Only two large units reported some cases of occupational diseases. In one unit, some workers handling coal were reported to be suffering from Tuberculosis. No compensation was, however, paid to such workers during the year 1964. In the other unit, the workers engaged in painting the poles, etc., were reported to have been affected by Temidities. As the unit was covered under the Employees' State Insurance Scheme, no compensation was paid by the management during the year 1964.

CHAPTER VII

INDUSTRIAL RELATIONS

During the post-war years, specially since the country gained Independence, considerable attention has been paid to the promotion of industrial peace and the creation of favourable atmosphere for the growth of healthy labour-management relations. The activities of the Government in this context were not confined merely to the enactment of laws for speedy settlement of disputes, framing of Standing Orders, constitution of Works or Joint Committees, appointment of Labour or Welfare Officers, etc., but extended to measures designed to promote trade unionism and direct negotiations. During the present Survey, attention was focussed on some important aspects of industrial relations in the Electric Light and Power Industry. The observations made appear in the following paragraphs.

7.1. Trade Unionism

Data collected during the Survey has revealed that the workers had organised themselves into trade unions in about 89 per cent. of the large and about 71 per cent. of the small units, or about three-fourths of the units in the Industry as a whole. It is estimated that, at the all-India level, about 66 per cent. of the workers were members of trade unions. As between the two size groups, the proportion of the workers who were members of trade unions was higher (about 69 per cent.) in large units as compared to small ones (about 57 per cent.). Details are given in Statement 7.1.

STATEMENT 7.1

Estimated Percentage of Electric Light and Power Stations Where Workers were Members of Trade Unions, etc.
(1965-66)

Size-Group	Number of Units	Percentage of Units where Workers were Members of Trade Unions	Number of Workers* as on 31-3-1965	Number of Workers who were Members of Trade Unions	Percentage of Units where Trade Unions (some or all) were Recognised
1	2	3	4	5	6
1. Large Stations ..	112	89.3	36,843	25,529 (69.29)	80.0
2. Small Stations ..	163	71.4	12,649	7,179 (56.76)	94.7
3. All Stations ..	575	74.9	49,492	32,708 (66.09)	91.3

*Covered under the Factories Act, 1948.

NOTE:—Figures within brackets in column 5 are percentages of workers who were members of trade unions to the total number of workers covered under the Factories Act, 1948 on the specified date.

It would appear from the Statement that the managements of about 91 per cent. of the units had accorded recognition to some or all the trade unions functioning in their units. However, multiplicity of trade unions was not found to be prevalent to a large extent as in only about one-fifth of the units, more than one union was functioning. With the exception of one per cent. of the units, in all others, the trade unions were registered. The main activity of all the trade unions was to secure claims of their members under various labour laws. About 59 per cent. of the unions were also providing relief to distressed members of their dependants.

7.2. Collective Agreements

During the course of the Survey, information was collected in respect of collective agreements concluded between the employers and the employees in the sampled units since 1956. It is estimated that about one-fifth of the Electric Light and Power units in the country, comprising about 18 per cent. of large and 20 per cent. of small establishments, had concluded such agreements since 1956. The main items covered in the agreements related to the revision of pay scales, dearness and other allowances, holidays, etc.

7.3. Standing Orders

With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of workers, intimation of periods and hours of work, holidays, termination of employment, redress of grievances, etc.

In the course of the Survey, it was found that about three-fourths of the large units and hardly two per cent. of the small units, constituting about 16 per cent. of the units in the Industry as a whole, were under a statutory obligation to frame Standing Orders. Of these, only about two-thirds of the units had fulfilled their obligation under the law. While all the small size units had framed the required Standing Orders, only about 62 per cent. of the large units had complied with the law. In addition, some of the units, which were not under any statutory obligation, had also framed Standing Orders voluntarily. As such, at the industry level, about 34 per cent. of the Electric Light and Power Stations were found to have framed Standing Orders. Details are given in Statement 7.2.

STATEMENT 7.2

*Estimated Percentage of Electric Light and Power Stations Where Standing Orders were Framed, etc.
(1965-66)*

Size-Group	Number of Units	Percentage of Units Which Had Framed Standing Orders	Percentage of Units under Statutory Obligation to Frame Standing Orders	Percentage of Units where Standing Orders were Framed (of Col. 4)	Percentage of Units Where Standing Orders were Certified
1	2	3	4	5	6
1. Large Stations ..	112	60.7	75.0	61.9	100.0
2. Small Stations ..	463	27.6	1.9	100.0	93.1
3. All Stations ..	575	34.1	16.1	65.5	95.5

It will be seen from the Statement that in nearly 96 per cent. of the units, comprising all large and 93 per cent. of small units, Standing Orders had been certified. The data have further revealed that in about 98 per cent. of the units, the Standing Orders were framed under the Industrial Employment (Standing Orders) Act, 1946, while in the remaining 2 per cent., the Standing Orders were framed under the Bombay Industrial Relations Act, 1946. The Standing Orders covered all workers in about 82 per cent. of the units while in the remaining units, they covered only 'Production Workers'.

7.4. *Labour and Welfare Officers*

With a view to enabling the employers to have better arrangements for personnel management and to help them in ensuring proper implementation of labour laws, a specific provision has been made in the Factories Act, 1948, requiring all factories employing 500 or more workers to appoint a Welfare Officer.

It is estimated that only about 14 per cent. of the large units, constituting about 3 per cent. of the Electric Light and Power Stations in the country, were employing 500 or more workers and thus were under a statutory obligation to appoint Welfare Officers. The Survey results indicate that about three-fourths of these units had complied with the legal requirement. However, some of the units, although not under any legal obligation, had also appointed Labour/Welfare Officers voluntarily. Thus, in the industry as a whole, Labour/Welfare Officers had been appointed in about 7 per cent. of the units, comprising about 21 per cent. of the large and 4 per cent. of the small units. These officers had a wide range of activities and were found to be performing all such duties as are prescribed in the Rules framed under the Act. In about half of these units, the Labour/Welfare Officers were reported to be representing their employers in the Industrial Tribunals.

7.5. *Works and Joint Committees*

Though as early as 1930, the Royal Commission on Labour had stressed the need and importance of Works/Joint Committees for providing a recognised means of consultation between the managements and the workmen and thus creating conditions for elimination of sources of friction and inculcating a greater sense of responsibility and interest among workers and managements, it was not till the enactment of the Industrial Disputes Act, 1947, that any positive step was taken by the Government for setting up such committees in the industries. The Act empowers the appropriate Government to prescribe that a Works Committee should be constituted in every industrial establishment employing 100 or more workers. Some of the State laws also provide for the constitution of Joint Committees.

The Survey results show that about 16 per cent. of the units in the Industry, comprising 75 per cent. of large and 2 per cent. of small establishments, were under a legal obligation to set up Works Committees. Of these, only about 34 per cent. of the units had actually complied with the law. These were all large establishments which formed about 38 per cent. of the large units which were obliged to constitute Works Committees. In Government railway units, there were no Works Committees as such, but some corresponding bodies

known as Staff Councils were reported to be performing the function of Works Committees. In addition, one large and one small unit, though not under any statutory obligation, had voluntarily constituted such Committees. Thus, in the Industry as a whole, about 7 per cent. of the units, comprising about 32 per cent. of large and about 1 per cent. of small units, had constituted Works Committees. The reasons generally put forth by employers for not setting up Works Committees in units where it was obligatory to do so were lack of interest by the workers, existence of other forums and doubts about the utility of such Committees. In about 70 per cent. of the units where Works Committees had been constituted, they consisted of an equal number of representatives of workers and employers. A record of the meetings held during the year ending March, 1965, shows that in about 51 per cent. of the cases, the Works Committees had met up to 6 times and in about 29 per cent. of the units, they had met more than 9 times during the year. In the remaining about one-fifth of the units, the Works Committees had not met even once during this period. Day-to-day matters of mutual interest such as allotment of quarters, opening of fair price shops, supply of uniforms, opening of reading rooms, etc., formed the subject matter of the discussions held in the Works Committees' meetings. The decisions taken in such meetings were usually implemented.

7.6. *Other Committees*

Production Committees for discussing ways and means of improving the quality and quantum of production were reported to be functioning in about 2 per cent. of the units at the all-India level, comprising 7 per cent. of the large and one per cent. of the small units. The Committees consisted of managements' nominees selected from amongst both the officers and the staff.

Safety Committees with the main object of finding ways and means of preventing the occurrence of accidents as also to make workers safety-minded were reported to be functioning in only about 4 per cent. of the units, consisting of an almost equal proportion of large and small establishments. The Committees consisted of members nominated by the management.

7.7. *Grievance Procedure*

With the enactment of the Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders, prescribing *inter alia*, the procedure to be followed for the redress of workers' grievances. As stated elsewhere in this chapter, about 34 per cent. of the units had framed Standing Orders and thus prescribed grievance procedure had been laid down in these units. In addition, about 22 per cent. of the units which had not framed Standing Orders, had also prescribed some grievance procedure. Thus a prescribed grievance procedure was in existence in about 56 per cent. of the Electric Light and Power units in the country, comprising 86 per cent. of large and 49 per cent. of small units.

According to the prevailing practice, grievances were usually heard initially by the immediate officers or sectional heads. The complainants could approach higher officers if they were not satisfied with the decisions of their immediate officers. Welfare or Labour Officers,

wherever appointed, were also attending to the grievances of the workers. Failing satisfactory settlements, the disputes were sometimes taken up at the union level and, if necessary, referred to State Conciliation or Labour Officers. In small units where there was no grievance procedure, it was found that the workers generally approached the proprietor or the manager directly.

7.8. Association of Workers with Management

The Survey has revealed that the scheme of workers' participation in management was in vogue in about 4 per cent. of the Electric Light and Power Stations in the country, comprising one large and three small units surveyed. All these units were under the management of a State Electricity Board and there was a Joint Management Council consisting of two nominees each of the Board and the Workers' Federation. The Council was entrusted with the administration of welfare measures, operation of vocational training and apprenticeship schemes, supervision of safety measures, preparation of schedules of working hours and breaks and of holidays, general administration of Standing Orders and other matters regarding improvement of working and living conditions of employees. All matters which were subject of collective bargaining e.g., wages, bonus, etc., as well as individual grievances were, however, excluded from the scope of the Council.

CHAPTER VIII

LABOUR COST

Information relating to labour cost was collected from sampled establishments, during the course of the present Survey, in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Costs in European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of the conditions in India. For instance, in view of the fact that, in India, wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that, except for very few establishments, separate records of premium payments made for leave or holidays or for days not worked were not maintained and hence these were dropped as separate items and recorded under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group, referred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country e.g., lay off, washing facilities, etc.

As mentioned earlier, the fourth and the last round of the present Survey started in April, 1965, and ended in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for the calendar year 1964. If, however, the financial year of the establishment did not coincide with the calendar year and it was not feasible to collect information for the year 1964, the field staff were asked to collect the data for the latest period of 12 months for which information was available, subject to the condition that a major period of the year 1964 (at least 6 months of the period) was covered. The available data show that it was possible to collect information in respect of the calendar year 1964 or for a major part of it from most of the units. Accordingly, the data collected may be taken to refer broadly to the calendar year 1964.

8.1. *Labour Cost Per Man-day Worked*

Data in respect of man-days worked the wages and other earnings of the workers were collected for the above-mentioned period.

Further, expenditure incurred by the employers on various welfare and security measures, subsidy services, etc., representing the cost incurred by the employers on labour, was also recorded in the course of the Survey. Based on the above, the average labour cost per man-day worked has been worked out and is given in Statement 8.1.

STATEMENT 8.1

Estimated Labour Cost Per Man-day Worked in the Electric Light and Power Industry (1964)

(In Rupees)

Size-Group	Labour Cost Per Man-day Worked
1	2
1. Large Stations	6.83
2. Small Stations	5.93
3. All Stations	6.60

The overall labour cost per man-day worked in the Electric Light and Power Industry has been estimated at Rs. 6.60. It is also seen that the large units had spent more (Rs. 6.83) on labour as compared to small ones (Rs. 5.93).

8.2. Components of Labour Cost

Statement (8.2) shows the distribution of the labour cost according to major heads under which the data were collected.

STATEMENT 8.2

Estimated Labour Cost Per Man-day Worked by Main Components in the Electric Light and Power Industry (1964)

(In Rupees)

Size-Group	Wages	Premium Pay for Overtime and late shifts	Bonuses	Other Cash Payments	Payment in kind	Social Security Contributions				Direct Benefits	Some Other Payments to Labour (lost)	Others	Total
						Obliga- tory	Non-Obli- gatory	Subsidies	(d)				
	(a)	(b)		(c)	6	7	8	9	(e)	(f)	(g)		
1	2	3	4	5					10	11	12	13	
1. Large Stations	5.46 (79.88)	0.18 (2.60)	0.06 (0.83)	0.19 (2.84)	* (0.03)	0.41 (6.07)	0.04 (0.55)	0.45 (6.59)	*	0.01 (0.15)	0.03 (0.46)	6.83 (100.06)	
2. Small Stations	4.76 (80.28)	0.06 (0.97)	0.11 (1.84)	0.17 (2.83)	* (0.01)	0.30 (4.98)	* (0.03)	0.45 (7.56)	—	0.03 (0.58)	0.05 (0.92)	5.93 (100.00)	
3. All Stations	5.28 (79.97)	0.15 (2.23)	0.07 (1.06)	0.19 (2.84)	* (0.03)	0.38 (5.82)	0.03 (0.43)	0.45 (6.81)	*	0.01 (0.25)	0.04 (0.76)	6.60 (100.00)	

NOTE:— Figures within brackets are percentages to total. Percentages have been calculated by taking the figures up to 4 decimal places.

* Less than Re. 0.005.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance etc., and other ex-gratia payments.

(d) Includes expenditure on medical and health care, canteens, company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by the employer to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical services, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour Welfare Officers, etc.

8.2.1. Wages

This component comprised basic wage and dearness allowance, incentive or production bonus and attendance bonus received by the employees. In the course of the pilot enquiry, it was found that most of the employers did not maintain separate records of payments made for the days actually worked and for leave and holiday periods. Consequently, the amount of basic wages and dearness allowance recorded included the sum paid for the days worked as well as not worked but paid for.

It would be seen from the Statement (8.2) that 'Wages' accounted for 80 per cent. of the total labour cost in the Industry. This proportion was almost the same in both large and small establishments. Statement 8.3 gives the break-up of the 'wages' cost into various sub-groups viz., basic earnings, incentive or production bonus and attendance bonus.

STATEMENT 8.3

Estimated Break-up of 'Wages' Cost by Components (1964)

					(In Rupees)		
Size-Group					Basic Wages and Dearness Allowance (Consolidated Wages)	Incentive/ Production Bonus	Attendance Bonus Total
1					2	3	4 5
1. Large Stations .. .. .	..	..	..	..	5.43 (99.51)	—	0.03 (0.49) 5.46 (100.00)
2. Small Stations .. .. .	..	..	..	..	4.76 (100.00)	—	— 4.76 (100.00)
3. All Stations .. .. .	..	..	..	..	5.26 (99.63)	—	0.02 (0.37) 5.28 (100.00)

NOTE: —Figures within brackets are percentages.

It will be noticed from the Statement (8.3) that, at the all-India level, 99.6 per cent. of the cost under the item 'wages' related to basic wages and dearness allowance only, the rest was incurred in the shape of attendance bonus by large units only. None of the Electric Light and Power units surveyed had incurred any expenditure on account of payment of incentive/production bonus.

8.2.2. *Premium Pay for Over-time and Late Shifts*

Under this group, only the premium part of the pay for overtime work, late shifts, work on holidays, etc., was recorded. This was represented by the amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half times his normal wages for the over-time work, the extra amount, that is one half of his normal wages, was recorded against this item. The normal wages were included under the group "wages".

The premium payment for over-time work and late shifts accounted for a small proportion (about 2 per cent.) of the total labour cost per man-day worked (Statement 8.2). It was Re. 0.06 per man-day worked in small units as compared to Re. 0.18 per man-day worked in large units.

8.2.3. *Bonuses*

Payments made in the form of festival, year-end, profit-sharing and other bonuses were recorded under this group. It would be seen from Statement 8.2 that this item accounted for only about 1 per cent. of the total labour cost per man-day worked in the Electric Light and Power Industry. Further break-up of such bonuses shows that the year-end bonus accounted for about 93 per cent. of the expenditure incurred on bonuses. The only other item under this group on which some expenditure was incurred by the employers was 'Profit Bonus', accounting for the remaining 7 per cent.

8.2.4. *Other Payments in Cash and Kind*

Other cash payments were those which were made regularly such as house rent allowance, transport allowance, etc. and *ex-gratia* payments made to the workers. Payments under this group accounted for about 3 per cent. of the total labour cost.

Payments in kind related to such items as distribution of food articles, etc. Its share to the total labour cost was negligible i.e., less than Re. 0.005 per man-day worked.

8.2.5. *Social Security Contributions*

Expenses incurred by the employers on various social security measures constituted one of the major elements of the labour cost. Since the employers were statutorily obliged to undertake some of the social security measures, separate data were collected in respect of expenditure incurred on obligatory and non-obligatory social security contributions. The combined cost on account of this component worked out to Re. 0.41 per man-day worked or about 6 per cent. of the total labour cost (Statement 8.2). This expenditure was higher in large units as compared to that in small ones. The cost on account of non-obligatory social security contributions was only Re. 0.03 per man-day worked and it accounted for a very small proportion of the total labour cost. Statement 8.4 shows the estimated cost of social security contributions under each head for which information was collected.

STATEMENT 8.4

*Estimated Cost of Social Security Contributions Per Man-day Worked
in the Electric Light and Power Industry
(1964)*

(In Rupees)

1	Obligatory					
	Provi- dent Fund	Retren- ement Compen- sa- tion	Compen- sation for Lay-Off	Em- ploy- ees' State Insur- ance	Compensation for	
					Em- ploy- ment Injury	Occu- pational Diseases
2	3	4	5	6	7	
1. Large Stations	.. .. 0.34 (81.90)	0.03 (6.61)	--	0.03 (7.36)	* (0.39)	--
2. Small Stations	.. .. 0.25 (82.31)	--	--	0.03 (10.37)	* (0.31)	--
3. All Stations	.. .. 0.31 (81.99)	0.02 (5.33)	--	0.03 (7.94)	* (0.31)	--

(In Rupees)

Size-Group	Obligatory							Percentage of Social Security Contributions to the Total Labour Cost
	Maternity Benefits	Gratuity	Other (Pension)	Total	Non-Obligatory	Total for Obligatory and Non-Obligatory		
1	8	9	10	11	12	13	14	
1. Large Stations	..	* 0.01 (3.24)		* 0.41 (100.00)	0.04	0.45	6.62	
2. Small Stations	..	(0.19) 0.02 --- (7.32)	(0.31)	(100.00) 0.30 (100.00)	*	0.30	5.01	
3. All Stations	..	* 0.02 (0.16)	0.02 (4.01)	* 0.38 (100.00)	0.03	0.41	6.25	

Note:—Figures within brackets are percentages to total. Percentages have been calculated by taking the figures up to 4 decimal places.

*Less than Re. 0.005.

It would be seen from the Statement (8.4) that the major item of expenditure in respect of obligatory social security contributions was employers' contribution to provident fund which alone accounted for Re. 0.31 per man-day worked or about 82 per cent. of the total cost on obligatory social security contributions. The next important item was Employees' State Insurance contributions which accounted for about 8 per cent. of the labour cost on obligatory social security contributions. The rest of the expenditure was mostly on account of payment of retrenchment compensation and gratuity. Expenditure under non-obligatory social security contributions related mainly to gratuity and provident funds.

8.2.6. *Subsidies*

Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteen, Restaurants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services (e.g., Library, Reading Rooms, etc.), Recreation Services (clubs, sports, etc.), Drinking water facilities, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry, it was noticed that, in most of the cases, employers either did not maintain any records separately for the above mentioned items or expenses related not only to persons falling within the scope of the subsidy but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately for the above mentioned items, and/or for the employees covered by the study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the study formed to the total number of employees. The cost of subsidies per man-day worked was Re. 0.45, constituting about 7 per cent. of the total labour cost. The proportion of this expenditure was higher in small units as compared to large ones. Statement 8.5 gives the details in respect of the cost on subsidies incurred by the employers in the Electric Light and Power Industry.

STATEMENT 8.5

*Estimated Cost of Subsidies Per Man-day Worked in the Electric
Light and Power Industry
(1964)*

(In Rupees)

Size-Group			Medical and Health Care	Canteens	Company Housing	Credit Unions
1			2	3	4	5
1. Large Stations	..	..	0.14 (32.02)	0.03 (6.09)	0.13 (29.34)	0.01 (2.51)
2. Small Stations	..	..	0.20 (45.31)	0.04 (9.44)	0.06 (13.75)	* (0.09)
3. All Stations	..	..	0.16 (35.37)	0.03 (6.94)	0.11 (25.41)	0.01 (1.89)

(In Rupees)

Size-Group			Creches	Educational Services	Cultural Services	Recreational Services	Transport
1			6	7	8	9	10
1. Large Stations	..	..	* (0.04)	0.01 (2.31)	* (0.18)	0.01 (1.53)	0.02 (3.60)
2. Small Stations	..	..	—	0.01 (1.99)	* (0.65)	0.02 (3.24)	0.01 (0.98)
3. All Stations	..	..	* (0.02)	0.01 (2.22)	* (0.29)	0.01 (1.96)	0.01 (2.96)

(In Rupees)

Size-Group			Sanitation	Drinking Water	Washing Facilities
1			11	12	13
1. Large Stations	..	..	0.07 (16.69)	0.01 (1.78)	0.02 (3.87)
2. Small Stations	..	..	0.09 (19.53)	0.01 (1.67)	0.01 (2.66)
3. All Stations	..	..	0.08 (17.42)	0.01 (1.73)	0.02 (3.56)

(In Rupees)

Size-Group			Other Family Services	Others (Rest Shelters, Lockers and Bath rooms)	Total	Percentage of Subsidies to the Total Labour Cost
1			14	15	16	17
1. Large Stations	—	* (0.04)	0.45 (100.00)	6.59
2. Small Stations	*	* (0.69)	0.45 (100.00)	7.56
3. All Stations	*	* (0.23)	0.45 (100.00)	6.81

NOTE:— Figures within brackets are percentages to total. Percentages have been calculated by taking the figures up to 4 decimal places.

* Less than Re. 0.005.

It would appear from the Statement that the main items of expenditure were Medical and Health Care (Re. 0.16) and Company Housing (Re. 0.11), which accounted for about 35.4 and 25.4 per cent. of the total cost on subsidies respectively. Other items of expenditure were Sanitation (17.4 per cent.), Canteens (6.9 per cent.), Washing Facilities (3.6 per cent.), Transport (3 per cent.), Educational Services (2.2 per cent.), Recreation Services (2 per cent.), Credit Unions (1.9 per cent.), Drinking Water (1.7 per cent.), etc.

8.2.7. *Direct Benefits*

Direct benefits are those benefits which are paid by the employers directly to the beneficiary without any intermediary or external agency. The Survey results show that only in large units, some expenditure was incurred by the employers on this item but it was negligible i.e., less than Re. 0.005 per man-day worked.

8.2.8. *Some Other Payments Related to Labour Cost*

Under this group, expenses relating to on-the-job medical services, cost of recruitment and remuneration paid to apprentices, etc., incurred by the employers were recorded. The total cost incurred on account of all these items was only Re. 0.01 per man-day worked at the Industry level.

8.2.9. *Others*

Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of the labour cost items were recorded. They related to the cost incurred by the employers on account of protective clothings, pay of Welfare Officers, etc. The total cost incurred on account of all these items amounted to Re. 0.04 per man-day worked, which was hardly one per cent. of the total labour cost at the Industry level.

CHAPTER IX

SUMMARY OF FINDINGS

The quantity of electricity generated from hydel projects and thermal stations has increased at an unprecedented rate since 1951, particularly after 1956. By the end of the Third Five Year Plan period, the installed generating capacity was 10 million K.W. During 1965, there were 724 Electric Light and Power Stations in the country with an average daily employment of about 46 thousand.

On the basis of the present Survey, it has been estimated that, on the specified date i.e., 31st March, 1965, the Industry employed about 68 thousand workers, of which about 27 per cent. were not covered under the Factories Act, 1948. The distribution of all workers (covered and not covered under the Factories Act, 1948), according to the broad occupational groups, shows that 78 per cent. of the workers were 'Production and Related Workers (including Supervisory)'. Clerical and Watch and Ward Staff accounted for about 8 per cent. each, followed by 'Professional, Technical and Related Personnel' which accounted for about 5 per cent. of the total employment. The rest (about 1 per cent.) were 'Administrative, Executive and Managerial Personnel'. Neither child nor contract labour was employed in the Industry. Women workers formed hardly 2 per cent. of the total working force in the Industry. All the production workers were time-rated. About 66 per cent. of the production workers were permanent, 28 per cent. were temporary and the rest comprised casual workers, *badlis*, apprentices, etc. About 30 per cent. of the production workers employed in the Industry had put in 10 years or more of service as on the specified date and about 15 per cent. had less than one year's service to their credit on this date. Measures for reducing absenteeism and labour turnover were reported to have been taken in about 20 and 2 per cent. of the units respectively. About 10 per cent. of the units were providing training and apprenticeship facilities for the workers.

During March, 1965, the average daily earnings of 'Administrative, Executive and Managerial Personnel', 'Professional, Technical and Related Personnel', 'Clerical and Related Workers' and 'Watch and Ward and Other Services' were Rs. 26.28, Rs. 17.59, Rs. 8.35 and Rs. 4.70 respectively. Data collected under the Payment of Wages Act show that, during 1965, the average daily earnings of all workers were Rs. 5.80. A separate dearness allowance to workers was being paid in about two-thirds of the units and in about 9 per cent. of them it was wholly linked with the consumer price index number. About one-fourth of the units paid some house rent allowance to the employees. The practice of paying annual bonus was prevalent in about 11 per cent. of the Electric Light and Power Stations. No festival or profit-sharing bonus was reported to have been paid in any of the units surveyed.

About 91 per cent. of the Electric Light and Power Station worked three shifts, 3 per cent. had two shifts and the remaining about 6 per cent. worked only one shift a day. 81 per cent. of the

units were having night shifts. The practice of transferring workers from the night shift to day shift and *vice-versa* existed in about 96 per cent. of the units having night shift. In about 99 per cent. of the units, the daily hours of work were 8 or less and, in the rest, they were more than 8 and up to 8½. The weekly hours of work did not exceed 48 anywhere. No fixed rest-interval was allowed to workers in about 73 per cent. of the units. This may be due to the continuous nature of work. Workers were, however, taking rest by rotation. In about 94 per cent. of the units, suitable sitting arrangements were made for the workers who were required to work in a standing position. Latrines and urinals were reported to have been provided in about 86 and 62 per cent. of the units respectively.

All the Electric Light and Power Stations surveyed were granting earned leave with pay to their workers. Statistics of earned leave collected during the Survey show that, in 1964, 77 per cent. of the workers availed themselves of leave and about 59 per cent. of them took leave for over 15 days. About 93 and 55 per cent. of the units were allowing casual leave and sick leave with pay respectively to their employees. The percentage of the units granting national and festival holidays with pay was about 93.

With the exception of one small unit, all others had made arrangements for the supply of drinking water to their workers. Arrangements for the supply of cooled water during summer were made in about 91 per cent. of the units which were under obligation to do so. While washing facilities were provided in about 82 per cent. of the units, bathing facilities existed in only about 38 per cent. of the establishments. Canteens had been provided in about 45 per cent. of the units required to do so. In all, canteens were there in about 9 per cent. of the units in the Industry, because a few others had also provided the facility voluntarily. Only one of the large units surveyed employed more than 50 women workers and was thus under a statutory obligation to provide a creche. It had duly complied with law. Rest shelters were provided in about 41 per cent. of the units which were under an obligation to do so. In all, rest shelters existed in about 11 per cent. of the units in the Industry, as a whole, as a few others had provided them of their own. Recreation facilities for workers existed in about 32 per cent. of the Electric Light and Power units in the country. Educational facilities for the workers' children had been provided in about 10 per cent. of the Electric Light and Power Stations. About 17 per cent. of the units in the country were having hospitals/dispensaries attached to them. As per the Factories Act, 1948, about 3 per cent. of the units were under an obligation to provide ambulance rooms but only about one-fourth of them had actually done so. First-aid boxes were provided in about 87 per cent. of the units but, in more than three-fourths of them, the contents of these boxes were found to be incomplete. Similarly, about one-fourth of the boxes were kept under the charge of trained first-aiders.

It is estimated that approximately 62 per cent. of the Electric Light and Power units had provided housing accommodation to their employees, though the benefit was not very extensive as only one-third of the working force had been housed.

Provident fund schemes had been introduced in about 95 per cent. of the Electric Light and Power Stations and about 79 per cent.

of the workers were members thereof. Pension and gratuity schemes were in force in about 34 and 53 per cent. of the units respectively. During 1964, industrial accidents, mostly resulting in temporary disability, occurred in about 16 per cent. of the units. The frequency rate of accidents was about 30 per thousand workers employed.

Trade Unions were functioning in about three-fourths of the unit and about two-thirds of the workers in the Industry were members of the unions. About one-fifth of the Electric Light and Power Station in the country had concluded collective agreements with the workers. Standing Orders were reported to have been framed in about 66 per cent. of the units which were under an obligation to do so. Including a few others which had framed such Orders voluntarily, the percentage of units having Standing Orders was nearly 34 in the Industry as a whole. Standing Orders in most of the units were duly certified. Hardly 3 per cent. of the Electric Light and Power Stations in the country were under an obligation to appoint Welfare Officers and about three-fourths of them had fulfilled the obligation. As a few other units had also appointed such officers voluntarily, the percentage of units having appointed Labour/Welfare Officers was about 17 in the Industry, as a whole. Hardly one-third of the units, which were under an obligation to constitute Works or Joint Committees, had actually done so. In all, such Committees were functioning in about 7 per cent. of the units in the country. A regular grievance procedure was prescribed in about 56 per cent. of the units.

Data relating to labour cost in respect of workers covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages show that, during 1964, the overall labour cost per man-day worked in the Electric Light and Power Industry was Rs. 6.60. 'Wages' alone accounted for 80 per cent. of the total labour cost while 'Subsidies' and 'Social Security Contributions' accounted for about 7 and 6 per cent. of the total labour cost respectively. The remaining labour cost was shared by premium pay for over-time and late shifts, other cash payments, bonuses, etc.

Salient features of the Electric Light and Power Stations in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement.

STATEMENT 9.1

Salient Features of the Electric Light and Power Industry

Particulars	Estimates for the in- dustry, as a whole
1	
I. Employment—	
<i>Total</i>	67,935
Of which production and Related Workers	78%
Others	22%
Women Labour	2%
<i>Production Workers (Total)</i>	43,355
Of Which Time-rated	100%
Piece-rated	—
Employed through Contractors	—
<i>Production Workers Employed Directly (Total)</i>	43,355
Of which permanent workers	66%
Workers with service of 10 years and more	30%
II. Wages and Emoluments—	
Average daily earnings of	
(i) All Workers (1965)	Rs. 5.80
(ii) Professional, Technical and Related Personnel (March, 1965)	Rs. 17.59
(iii) Administrative, Executive and Managerial Personnel (March, 1965)	Rs. 26.28
(iv) Clerical and Related Workers (including Supervisory) (March, 1965)	Rs. 8.35
(v) Watch and Ward and Other Services (March, 1965)	Rs. 4.70
<i>Proportion of</i>	
Factories paying separate dearness allowance	66%
Factories in which the dearness allowance was linked with the Consumer Price Index Number*	9%
Factories paying production/incentive bonus	—
Factories paying annual bonus	16%
Factories paying festival bonus	—
III. Hours of Work, etc.—	
(Proportion of)	
Factories where daily hours of work were 8 or less	99%
Factories where weekly hours of work were 48 or less	100%
Factories where spread-over was up to 9½ hours	96%
Factories where rest-interval was up to one hour	20%
IV. Leave and Holidays with Pay	
(Proportion of units granting)	
Earned leave	100%
Sick leave	55%
Casual leave	93%
National and festival holidays	93%
Weekly off	97%

*Out of those paying separate dearness allowance.

STATEMENT 9.1—*contd.*

1	2
V. Welfare and Amenities—	
(Proportion of units providing)	
Seating arrangement (out of those where workers had to do work standing)	94%
Drinking water facility	99%
Washing facility	82%
Rest shelters	11%
Canteens	9%
Creches	6%
Latrines	86%
Urinals	62%
Labour Welfare Officers	7%
First-aid boxes	87%
Ambulance room	1%
Recreation facilities	32%
Educational facilities	10%
Housing facility	62%
	33%*
VI. Social Security—	
(Proportion of units having)	
Provident fund schemes	95%
Pension schemes	34%
Gratuity schemes	53%
Proportion of workers covered under Provident Fund Schemes	79%
VII. Accident Rate—	
(Per thousand workers employed)	30
VIII. Industrial Relations	
Factories having trade unions	75%
Proportion of workers who were members of trade unions	66%
Units having concluded collective agreements	26%
Factories having Standing Orders	34%
Factories having Works Joint Committees	7%
IX. Labour Cost—	
Labour Cost per Man-day Worked during 1964	Rs. 6-60

*Indicates percentage of workers housed.

APPENDIX

A Brief Note on the Sample Design and the Method of Estimation Adopted

1. *Sample Design*

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Electric Light and Power Industry it was chosen as 60 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample size had not been inflated substitution was done to replace the sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular industry/stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular industry/stratum.
- (c) In cases where the sample size was more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Electric Light and Power Industry was the list of registered factories for the year 1963.*

2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total (for all-India) of a particular characteristic not correlated with employment in the industry has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i x_{iu} + \frac{N_l - N'_l}{n_l - n'_l} \sum_i x_{il} \dots\dots (i)$$

The summation extending over all the sampled units surveyed in the industry:—

Where X	= the estimated total of the X-characteristic for the industry.
N_u and N_l	= the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the industry.
N'_u and N'_l	= the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the industry.
n_u and n_l	= the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the industry.

*For Andhra Pradesh and Maharashtra list relates to the year 1962.

n'_u and n'_l = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the industry.

X_{iu} and X_{il} = the total of the characteristic X in the i th sample unit of the upper and lower size groups respectively of the industry.

In the industry the estimate for the characteristic-Y correlated with employment is given by

$$Y = \frac{E_{N_u} - N'_u}{E_{n_u} - n'_u} \sum_{i=1}^n Y_{iu} + \frac{E_{N_l} - N'_l}{E_{n_l} - n'_l} \sum_{i=1}^n Y_{il} \dots\dots\dots (11)$$

The summation extending over all the sampled units in the industry/stratum.

Where Y = the estimated total of the characteristic -Y for the industry.

$E_{N_u} - N'_u$ and $E_{N_l} - N'_l$ = the total employment in 1963 in

$N_u - N'_u$ and $N_l - N'_l$
units respectively, of the industry.

$E_{n_u} - n'_u$ and $E_{n_l} - n'_l$ = the total employment in 1963 in

$n_u - n'_u$ and $n_l - n'_l$
sample units respectively of the industry.

Y_{iu} and Y_{il} = the total of characteristic Y in the i th sample unit of the upper and lower size groups respectively of the industry.

Published Reports on Survey of Labour Conditions

Sl. No.	Symbol	Title of the Report	Year of Publication	Price	
1	2	3	4	5	
				Rs.	P.
1	DLB-41/1000	Report on Survey of Labour Conditions in Silk Factories in India.	1964	5-50	or 1 Sh. 10 d. or 1 \$ 98 cents.
2	DLB-46/1000	Report on Survey of Labour Conditions in Woollen Factories in India.	1964	3-60	or 8 Sh. 5 d. or 1 \$ 30 cents.
3	DLB-45/850	Report on Survey of Labour Conditions in Agricultural Implements Factories in India.	1964	3-20	or 7 Sh. 6d. or 1 \$ 16 cents.
4	DLB-53/1050	Report on Survey of Labour Conditions in Machine Tool Factories in India.	1964	4-20	or 9 Sh. 10 d. or 1 \$ 52 cents.
5	DLB-56/850	Report on Survey of Labour Conditions in Bicycle Factories in India.	1965	3-55	or 8 Sh. 4 d. or 1 \$ 28 cents.
6	DLB-55/900	Report on Survey of Labour Conditions in Bolts, Nuts, Nails, Springs and Chains Factories in India.	1965	3-85	or 9 Sh. or 1 \$ 39 cents.
7	DLB-60/800	Report on Survey of Labour Conditions in Electrical Machinery Factories in India.	1965	3-00	or 7 Sh. or 1 \$ 8 cents.
8	DLB-71/800	Report on Survey of Labour Conditions in Textile Machinery and Accessories Manufacturing Factories in India.	1965	2-80	or 6 Sh. 7d. or 1 \$ 1 cent.
9	DLB-61/950	Report on Survey of Labour Conditions in Cement Factories in India.	1965	3-70	or 7 Sh. 6d. or 1 \$ 16 cents.
10	DLB-60/800	Report on Survey of Labour Conditions in Rubber Plantations in India.	1965	4-40	or 10 Sh. 4 d. or 1 \$ 59 cents.
11	DLB-62/800	Report on Survey of Labour Conditions in Metal Extracting and Refining Factories in India.	1965	4-20	or 9 Sh. 10 d. or 1 \$ 52 cents.
12	DLB-40/1050	Report on Survey of Labour Conditions in Jute Factories in India.	1965	6-55	or 14 Sh. 7 d. or 2 \$ 25 cents.
13	DLB-68/800	Report on Survey of Labour Conditions in Metal Founding Factories in India.	1966	3-15	or 7 Sh. 5 d. or 1 \$ 14 cents.
14	DLB-70/950	Report on Survey of Labour Conditions in Motor Vehicle Manufacturing and Repairing Factories in India.	1966	4-00	or 9 Sh. 4 d. or 1 \$ 14 cents.
15	DLB-87/800	Report on Survey of Labour Conditions in Railway Workshops in India.	1966	3-15	or 7 Sh. 5 d. or 1 \$ 14 cents.

Published Reports on Survey of Labour Conditions—contd.

1	2	3	4	5
				Rs. P.
16	DLB-74,800	Report on Survey of Labour Conditions in Metal Rolling Factories in India.	1966	3-40 or 8 Sh. or 1 \$ 23 cents.
17	DLB-109,800	Report on Survey of Labour Conditions in Manganese Mining Industry in India.	1967	4-85 or 11 Sh. 4 d. or 1 \$ 75 cents.
18	DLB-97,800	Report on Survey of Labour Conditions in Mica Mining Industry in India.	1967	4-30 or 10 Sh. 1 d. or 1 \$ 55 cents.
19	DLB-113,700	Report on Survey of Labour Conditions in Gold Mines in India.	1967	2-70 or 6 Sh. 4 d. or 98 cents.
20	DLB-78,950	Report on Survey of Labour Conditions in Cotton Textile Factories in India.	1967	7-00 or 16 Sh. 4 d. or 2 \$ 52 cents.
21	DLB-105,800	Report on Survey of Labour Conditions in Coffee Plantations in India.	1967	3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.
22	DLB-112,950	Report on Survey of Labour Conditions in Sugar Factories in India.	1967	4-50 or 10 Sh. 6 d. or 1 \$ 62 cents.
23	DLB-117,950	Report on Survey of Labour Conditions in Tea Plantations and Tea Factories in India.	1967	4-40 or 10 Sh. 4 d. or 1 \$ 59 cents.
24	DLB-118,900	Report on Survey of Labour Conditions in Coal Mining Industry in India.	1968	7-75 or 18 Sh. or 2 \$ 79 cents.
25	DLB-107,800	Report on Survey of Labour Conditions in Iron Ore Mining Industry in India.	1968	3-60 or 8 Sh. 5 d. or 1 \$ 30 cents.
26	DLB-110,800	Report on Survey of Labour Conditions in Ship Building and Repairing Factories in India.	1968	3-45 or 8 Sh. 1 d. or 1 \$ 25 cents.

